

# **THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN SOUTH CAROLINA STATE GOVERNMENT**



**FEBRUARY 1, 2011**

**ANNUAL REPORT TO THE GENERAL ASSEMBLY  
SOUTH CAROLINA STATE HUMAN AFFAIRS COMMISSION**

**Acknowledgements:**

Several staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principals were Jacquelin Brown and Sarah Crouch, EEO Consultants; Stephanie Price, Administrative Assistant; and Mary Dunlap Snead, Division Director.

## MEMORANDUM

TO:       The Honorable Nikki Haley               The Honorable Ken Ard               The Honorable Bobby Harrell  
          Governor of the State of South Carolina   Lieutenant Governor of South Carolina   Speaker of the House

FROM:   Ralph Haile, Interim Commissioner

RE:       “Status of State Agencies’ Affirmative Action Plans”

DATE:    February 1, 2011

In accordance with Section 1-13-110 of the South Carolina Code of Laws of 1976, as amended, the Human Affairs Commission “shall submit a report on the status of State Agencies’ Affirmative Action Plans and Programs to the General Assembly by February 1<sup>st</sup> each year. This report shall contain the total number of persons employed in each job group, by race and sex, at the end of the preceding reporting period, a breakdown by race and sex of those hired or promoted from within the agency during the reporting period, and an indication of whether affirmative action goals were achieved.”

The Human Affairs Commission is charged with monitoring state agency compliance with the above law.

In keeping with these requirements, it is my pleasure to present to you the 2011 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

Over the past 10 years the SCHAC has found very little change in the composition of the state workforce. (See summary beginning on page 7).

As the largest employer in the state, our government should lead the way in creating a diverse and a just workplace.

The Human Affairs Commission works with State agencies to achieve equal employment opportunity through Affirmative Action Plans and programs. These plans and programs meet the standards established by the courts and protect the rights of both majority and minority groups. These standards are also used to measure the status of state government’s efforts to become a model employer. The goal is to reach the standard of equal employment opportunity and to no longer need affirmative action plans.

If you have questions about our report or need additional information, please contact me. I have also asked Mary Dunlap Snead, Director of Technical Services and Training Programs, to assist with any questions you may have if I am not available.

Copy: Legislative Printing and Information Technology Resources; Agency Heads

## TABLE OF CONTENTS

**Commission Members**

**Memorandum of Transmittal**

**Acknowledgements**

|                     |  |        |
|---------------------|--|--------|
| <b>Section I:</b>   | Introduction   | 1-2    |
|                     | Affirmative Action Plan Components                                       | 3-4    |
|                     | Status of Affirmative Action Plans                                       | 5-6    |
| <b>Section II:</b>  | Report Summary   | 7-8    |
|                     | Tables and Charts Depicting Composition of<br>State Government Workforce | 9-11   |
| <b>Section III:</b> | Percentage Level of Goal Attainment Ranked<br>Highest to Lowest          | 12-13  |
| <b>Section IV:</b>  | Explanation of Charts  | 14-20  |
| <b>Section V:</b>   | <b>State Agencies' Workforces</b>  | 21-122 |

**Section VI:** Index of State Agencies

123-126

# SECTION I

## INTRODUCTION

This report covers the period of October 1<sup>st</sup>, 2009 through September 30<sup>th</sup>, 2010 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important to understand that in South Carolina State Government, **affirmative action programs are used to eliminate preferences, not to create them.** The plans and programs are used as benchmarks or indicators of how successful agencies are in achieving equal employment opportunity.

### What is Affirmative Action?

Affirmative Action is a method, or a management tool, used by employers to achieve equal employment opportunity. Statistical analysis and corrective steps help employers to identify and eliminate any lingering or current effects of prior discriminatory policies, practices or procedures in the workplace. The **goal** is equal employment opportunity; the **method** for achieving this goal is affirmative action.

Affirmative action programs for state/local government have been upheld by the United States Supreme Court under a strict scrutiny analysis. Affirmative action programs are not to be used as quota systems or preference programs. In fact, affirmative action programs should, when implemented correctly, eliminate preferences, not create them.

An Affirmative Action Plan (AAP) sets employment goals for minorities and women whose representation in the workforce is less than would reasonably be expected based on availability estimates of the qualified labor pool. The plan also names the positive (affirmative) steps the employer will take to recruit and employ qualified minorities and women. If followed, the AAP becomes the guide for a program that should result in fair employment for all race/sex groups, including white males.

**The goals component of the plan is not designed to be, nor should it be interpreted to be, permitting unlawful preferential treatment or quotas for persons of any race or sex. Rather, the goals are used as benchmarks to measure the effectiveness of affirmative action efforts to eliminate and prevent discrimination.**

An AAP approved by SCHAC means only that the plan meets our standards for an acceptable planning document. If the plan is not followed, the state employer has merely met paper compliance obligations under the SC Human Affairs Law but has failed to voluntarily implement an effective program.

The SCHAC mandate is to monitor recruitment, hiring and promotion practices in state agencies, not to tell state agencies whom to hire or promote. SCHAC offers training and technical support to employers on the state law, harassment prevention, techniques for recruiting, hiring and promoting without discriminating, and other issues.

An AAP and program will not immunize an agency against charges of discrimination. An agency can have the very best written AAP but still be susceptible to charges of discrimination. However, the procedures incorporated in AAPs encourage consistent, non-discriminatory actions that would help prevent discrimination.

**Exempt Agencies:**

Exemptions can be granted to agencies that employ minorities and women at all levels of their workforces, at a rate that would reasonably be expected based on their availability in the labor force, and that exhibit the principles of equal employment opportunity. Even though SCHAC continues to monitor these agencies, they are not required to submit written AAPs or progress reports when in an exempt status.

There are two benefits for agencies that have become exempt. First, reducing unnecessary paperwork requirements is in keeping with our policy at the Commission. Second, an agency that has no underutilization of minorities or women has no legal basis for instituting affirmative action steps to eliminate the underutilization. Affirmative Action programs are used to eliminate racial/gender imbalances in the workplace, not to maintain a race/gender balance.



## **Affirmative Action Plan Components**

An Affirmative Action Plan (AAP) is a written document outlining the positive steps an agency will take to achieve equal employment opportunity for all race/sex groups in its workforce based on the availability of *qualified* individuals. Each plan approved by the Commission was constructed according to standards contained in The Blueprint, a manual developed by SCHAC to guide agencies in preparing their plans.

The statistical portion of an AAP analyzes employment patterns by race and sex. Any race or ethnic group that exceeds two percent of the population based on census data in South Carolina will have a separate analysis. All other racial/ethnic groups are combined. While white males are not depicted in the Availability, Underutilization, or Goals Met columns they are statistically included.

Each plan approved by SCHAC contains the following information:

- Section A—Policy Statement
- Section B—Responsibilities for Implementation
- Section C—Policy Dissemination
- Section D—Utilization and Availability Analyses
  1. Workforce Analysis
  2. Job Group Analysis
  3. Availability Analysis
  4. Underutilization Analysis
- Section E—Goals
- Section F—Identification of Problem Areas and Corrective Actions
- Section G—Internal Audit and Reporting Systems
- Section H—Affirmative Action Plan Support Documents

### **Job Group Analysis**

The Job Group Analysis combines job titles within an agency that have similar job content, wage rates and upward mobility. This analysis is important because it forms the foundation for the availability analysis, identification of underutilization and establishment of benchmarks. The Job Groups are frequently the same as the EEO Categories.

### **Availability Analysis**

The availability analysis is used to determine the percentage of minorities or women who are *qualified* to perform the various job titles found within each job group. The availability analysis is based on both internal and external employment data. The most important point to remember about this analysis is that it is an estimate of the qualified labor pool, not just the general population or civilian labor force. It serves as a useful benchmark against which the agency workforce can be compared in order to determine underutilization.

### **Determining Underutilization**

A comparison is made between the current workforce (Job Groups) and the available workforce. When the percentage of women or minorities employed in a particular job group is less than what would reasonably be expected based on a qualified labor pool (adjusted availability), the agency must project a goal (SCHAC has established as a general guideline that underutilization exists when representation in a race/sex group is less than 90 percent of Availability estimates).

### **Goals**

Agencies project goals to eliminate underutilization. Goals should not be confused with quotas. They are not rigid and inflexible quotas, but targets that are reasonably attainable through good faith efforts. The goals are temporary and should only be used when problems exist. They create neither a floor nor a ceiling for the hiring of employees.

*The goals component of the plan is not designed to be, nor may it lawfully be, interpreted as permitting unlawful preferential treatment or quotas. Rather, the goals are designed as benchmarks to measure the effectiveness of the plans to eliminate and prevent discrimination. These goals are realistically established based on the availability of qualified applicants.*

*In seeking to achieve goals, an agency is never required to hire unqualified people, or to hire a person of a particular race or sex. The use of goals is consistent with merit selection principles.*

Please refer to pages 14-20 for more detailed explanations of the guidelines used for this report.

### **AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS**

The agencies listed below have developed affirmative action plans in accordance with Section 1-13-110 of the South Code of Laws of 1997, as amended. Agencies with asterisks were given exemptions (see next page).

Accident Fund, State  
Adjutant General's Office  
Agriculture, Department of  
Aiken Technical College  
Alcohol and Other Drug Abuse Services  
Archives and History, Department of  
Arts Commission  
Attorney General's Office  
Auditor's Office, State  
Blind, Commission for the  
Budget & Control Board  
Central Carolina Technical College  
Citadel, The  
Clemson University  
Coastal Carolina University  
College of Charleston  
Commerce, Department of  
Comptroller General's Office  
Consumer Affairs, Office of  
Corrections, Department of  
Deaf and Blind, School for the  
Denmark Technical College  
Disabilities and Special Needs, Department of  
Education, Department of  
Education, South Carolina Lottery  
Educational Television Commission  
Election Commission, State  
Employment Security Commission  
Financial Institutions, South Carolina Board of  
Florence-Darlington Technical College  
Forestry Commission  
Francis Marion University  
Governor's Office: Executive Policy  
Governor's School for Science and Mathematics

Greenville Technical College  
Health and Environmental Control  
Health and Human Services, Department of  
Horry-Georgetown Technical College  
\*Housing, Finance and Development Authority, South Carolina  
Indigent Defense  
Insurance, Department of  
John de la Howe School  
Juvenile Justice, Department of  
Labor Licensing and Regulation, Department of  
Law Enforcement Division, State  
Library, State  
Lieutenant Governor's Office  
Low Country, Technical College of the  
Medical University Hospital  
Medical University of South Carolina  
Mental Health, Department of  
Midlands Technical College  
Motor Vehicles, Department of  
Museum Commission  
Natural Resources, Department of  
Northeastern Technical College  
Office of Regulatory Staff  
Orangeburg-Calhoun Technical College  
Parks, Recreation and Tourism, Department of  
Patriot's Point  
Piedmont Technical College  
Ports Authority, State  
Probation, Pardon and Parole, Department of  
Public Safety, Department of  
Public Service Commission  
Revenue, Department of  
Santee Cooper  
Second Injury Fund, South Carolina

Secretary of State  
Social Services, Department of  
South Carolina State University  
Spartanburg Community College  
Technical and Comprehensive Education, State Board of  
Transportation, Department of  
Treasurer's Office, South Carolina State  
Tri-County Technical College

Trident Technical College  
University of South Carolina  
Vocational Rehabilitation, Department of  
Wil Lou Gray Opportunity School  
Williamsburg Technical College  
Winthrop University  
Workers' Compensation Commission  
York Technical College

**AGENCIES WITH AFFIRMATIVE ACTION PLANS**  
**PENDING APPROVAL**

The agencies listed below have submitted plans that are in the review process or have been requested to make revisions.

Commission on Higher Education  
Criminal Justice Academy  
Governor's School for Arts and Humanities  
Lander University

**AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS**

Attorney General's Office  
State Housing, Finance and Development Authority

## SECTION II

## **Report Summary**

This report includes employment data by race, gender, and level of employment on 86 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC.

In preparing this report, SCHAC relied primarily on statistics obtained from each agency. The agencies were provided the opportunity to, review and correct any information prior to publication.

By necessity, this report aggregates employees into fairly broad EEO categories and pay bands. Despite this limitation, this analysis of employment data can prove useful. Our hope is to stimulate readers and identify areas where inappropriate obstacles may interfere with the advancement of women and minorities in state government.

In terms of race and gender 97 percent of the state government's workforce was comprised of either white or black employees. Three percent of the state's workforce identified belonging to other racial/ethnic groups. Overall, white employees comprised of 63.9 percent of the state government workforce and black employees accounted for 33 percent; females comprised 56.3 percent and males 43.7 percent.

During the time period covered in this report the total number of state government employees declined to 61,156, a decrease of 1,722 employees. However, there were new hires and promotions within many of the state agencies. You can review the hiring and promotion activity on each agency's chart in Section # V of this report.

As you read this report and review the charts and tables in this section, you will note the continuing trend that the representation of minorities and women in the total workforce, and within the lower salary bands, closely reflects the relative availability for these groups. But as the salary bands rise above the mid-point the representation of blacks and females tends to decline.

## Report Highlights

- During this reporting period, there were 61,156 women and men employed by the state government. 43.7 percent were men and 56.2 percent were women. 63.9 percent were White; 33.1 percent were Black or African American, and 3.0 percent reported races/ethnic origins other than White or Black.
- These percentages closely reflect civilian labor force for South Carolina as reported in the 2000 census (CLF). However, a look at the composition of state government's three highest salary Pay Bands (8, 9, 10) reveals that female representation decreases from 56.2 percent to 37.9 percent and that Black representation decreases from 33.1 percent to 12.5 percent.
- Once again these numbers suggest the presence of a "glass ceiling" for Black employees and women.
- State government does still have six agencies failing to achieve at least 70 percent of their goals: the Forestry Commission (68.7%), Parks, Recreation & Tourism (67.6%), State Ports Authority (66.7%), The Citadel (65.5%), Indigent Defense (67.7%) and Lander University (61.0%).
- The following two tables show the composition of State Government tens years ago in September 2000 compared with State Government in September 2010. As you can see the upper pay levels have changed very little.

TABLE II -- Page 1 of 2

Number and Percent Change by Race and Sex  
September 2009 and 2010  
South Carolina Pay Bands

| BAND          | White Males |               | Black Males |               | All Other Males |               | White Females |               | Black Females |               | All Other Females |               | Total<br>#   |
|---------------|-------------|---------------|-------------|---------------|-----------------|---------------|---------------|---------------|---------------|---------------|-------------------|---------------|--------------|
|               | #           | %             | #           | %             | #               | %             | #             | %             | #             | %             | #                 | %             |              |
| <b>00</b>     |             |               |             |               |                 |               |               |               |               |               |                   |               |              |
| 2009          | 5148        | 46.55         | 459         | 4.15          | 515             | 4.65          | 4077          | 36.87         | 572           | 5.17          | 286               | 2.58          | 11057        |
| 2010          | 5148        | 46.20         | 461         | 4.13          | 529             | 4.75          | 4110          | 36.89         | 584           | 5.24          | 309               | 2.77          | 11141        |
| <b>Change</b> | <b>0</b>    | <b>- 0.35</b> | <b>+ 2</b>  | <b>- 0.02</b> | <b>+ 14</b>     | <b>+ 0.10</b> | <b>+ 33</b>   | <b>+ 0.02</b> | <b>+ 12</b>   | <b>+ 0.07</b> | <b>+ 23</b>       | <b>+ 0.19</b> | <b>+ 84</b>  |
| <b>01</b>     |             |               |             |               |                 |               |               |               |               |               |                   |               |              |
| 2009          | 66          | 10.06         | 136         | 20.73         | 0               | 0.00          | 89            | 13.57         | 358           | 54.57         | 7                 | 1.07          | 656          |
| 2010          | 60          | 9.72          | 127         | 20.58         | 0               | 0.00          | 84            | 13.61         | 332           | 53.81         | 14                | 2.27          | 617          |
| <b>Change</b> | <b>- 6</b>  | <b>- 0.34</b> | <b>- 9</b>  | <b>- 0.15</b> | <b>0</b>        | <b>0.00</b>   | <b>- 5</b>    | <b>+ 0.04</b> | <b>- 26</b>   | <b>- 0.76</b> | <b>+ 7</b>        | <b>+ 1.20</b> | <b>- 39</b>  |
| <b>02</b>     |             |               |             |               |                 |               |               |               |               |               |                   |               |              |
| 2009          | 1042        | 22.37         | 1188        | 25.50         | 34              | 0.73          | 516           | 11.08         | 1856          | 39.84         | 23                | 0.49          | 4659         |
| 2010          | 992         | 22.97         | 1107        | 25.64         | 34              | 0.79          | 445           | 10.31         | 1719          | 39.81         | 21                | 0.49          | 4318         |
| <b>Change</b> | <b>- 50</b> | <b>+ 0.60</b> | <b>- 81</b> | <b>+ 0.14</b> | <b>0</b>        | <b>+ 0.06</b> | <b>- 71</b>   | <b>- 0.77</b> | <b>- 137</b>  | <b>- 0.03</b> | <b>- 2</b>        | <b>0.00</b>   | <b>- 341</b> |
| <b>03</b>     |             |               |             |               |                 |               |               |               |               |               |                   |               |              |
| 2009          | 1775        | 17.16         | 1580        | 15.28         | 65              | 0.63          | 3392          | 32.80         | 3392          | 32.80         | 138               | 1.33          | 10342        |
| 2010          | 1734        | 17.33         | 1482        | 14.81         | 72              | 0.72          | 3165          | 31.63         | 3422          | 34.20         | 130               | 1.30          | 10005        |
| <b>Change</b> | <b>- 41</b> | <b>+ 0.17</b> | <b>- 98</b> | <b>- 0.47</b> | <b>+ 7</b>      | <b>+ 0.09</b> | <b>- 227</b>  | <b>- 1.17</b> | <b>+ 30</b>   | <b>+ 1.40</b> | <b>- 8</b>        | <b>- 0.03</b> | <b>- 337</b> |
| <b>04</b>     |             |               |             |               |                 |               |               |               |               |               |                   |               |              |
| 2009          | 3033        | 22.81         | 1775        | 13.35         | 108             | 0.81          | 4436          | 33.36         | 3822          | 28.74         | 123               | 0.93          | 13297        |
| 2010          | 2990        | 23.12         | 1738        | 13.44         | 106             | 0.82          | 4262          | 32.95         | 3709          | 28.68         | 129               | 1.00          | 12934        |
| <b>Change</b> | <b>- 43</b> | <b>+ 0.31</b> | <b>- 37</b> | <b>+ 0.09</b> | <b>- 2</b>      | <b>+ 0.01</b> | <b>- 174</b>  | <b>- 0.41</b> | <b>- 113</b>  | <b>- 0.06</b> | <b>+ 6</b>        | <b>+ 0.07</b> | <b>- 363</b> |
| <b>05</b>     |             |               |             |               |                 |               |               |               |               |               |                   |               |              |
| 2009          | 3495        | 31.45         | 1087        | 9.78          | 89              | 0.80          | 4023          | 36.20         | 2304          | 20.73         | 114               | 1.03          | 11112        |
| 2010          | 3419        | 31.51         | 1035        | 9.54          | 98              | 0.90          | 3928          | 36.20         | 2250          | 20.74         | 120               | 1.11          | 10850        |
| <b>Change</b> | <b>- 76</b> | <b>+ 0.06</b> | <b>- 52</b> | <b>- 0.24</b> | <b>+ 9</b>      | <b>+ 0.10</b> | <b>- 95</b>   | <b>0.00</b>   | <b>- 54</b>   | <b>+ 0.01</b> | <b>+ 6</b>        | <b>+ 0.08</b> | <b>- 262</b> |



TABLE II -- Page 2 of 2

Number and Percent Change by Race and Sex  
Between September 2009 and 2010  
South Carolina Pay Bands

| <b>BAND</b>   | <b>White Males</b> |               | <b>Black Males</b> |               | <b>All Other Males</b> |               | <b>White Females</b> |               | <b>Black Females</b> |               | <b>All Other Females</b> |               | <b>Total</b>  |
|---------------|--------------------|---------------|--------------------|---------------|------------------------|---------------|----------------------|---------------|----------------------|---------------|--------------------------|---------------|---------------|
|               | <b>#</b>           | <b>%</b>      | <b>#</b>           | <b>%</b>      | <b>#</b>               | <b>%</b>      | <b>#</b>             | <b>%</b>      | <b>#</b>             | <b>%</b>      | <b>#</b>                 | <b>%</b>      | <b>#</b>      |
| <b>06</b>     |                    |               |                    |               |                        |               |                      |               |                      |               |                          |               |               |
| 2009          | 2455               | 36.10         | 554                | 8.15          | 79                     | 1.16          | 2594                 | 38.15         | 1029                 | 15.13         | 89                       | 1.31          | 6800          |
| 2010          | 2384               | 35.76         | 547                | 8.20          | 80                     | 1.20          | 2553                 | 38.29         | 1012                 | 15.18         | 91                       | 1.36          | 6667          |
| <b>Change</b> | <b>- 71</b>        | <b>- 0.34</b> | <b>- 7</b>         | <b>+ 0.06</b> | <b>+ 1</b>             | <b>+ 0.04</b> | <b>- 41</b>          | <b>+ 0.15</b> | <b>- 17</b>          | <b>+ 0.05</b> | <b>+ 2</b>               | <b>+ 0.06</b> | <b>- 133</b>  |
| <b>07</b>     |                    |               |                    |               |                        |               |                      |               |                      |               |                          |               |               |
| 2009          | 1620               | 47.13         | 206                | 5.99          | 49                     | 1.43          | 1199                 | 34.89         | 331                  | 9.63          | 32                       | 0.93          | 3437          |
| 2010          | 1584               | 46.78         | 204                | 6.02          | 48                     | 1.42          | 1176                 | 34.73         | 339                  | 10.01         | 35                       | 1.03          | 3386          |
| <b>Change</b> | <b>- 36</b>        | <b>- 0.35</b> | <b>- 2</b>         | <b>+ 0.03</b> | <b>- 1</b>             | <b>- 0.01</b> | <b>- 23</b>          | <b>- 0.15</b> | <b>+ 8</b>           | <b>+ 0.38</b> | <b>+ 3</b>               | <b>+ 0.10</b> | <b>- 51</b>   |
| <b>08</b>     |                    |               |                    |               |                        |               |                      |               |                      |               |                          |               |               |
| 2009          | 544                | 54.95         | 60                 | 6.06          | 12                     | 1.21          | 296                  | 29.90         | 70                   | 7.07          | 8                        | 0.81          | 990           |
| 2010          | 551                | 54.50         | 60                 | 5.93          | 12                     | 1.19          | 312                  | 30.86         | 69                   | 6.82          | 7                        | 0.69          | 1011          |
| <b>Change</b> | <b>+ 7</b>         | <b>- 0.45</b> | <b>0</b>           | <b>- 0.13</b> | <b>0</b>               | <b>- 0.03</b> | <b>+ 16</b>          | <b>+ 0.96</b> | <b>- 1</b>           | <b>- 0.25</b> | <b>- 1</b>               | <b>- 0.12</b> | <b>+ 21</b>   |
| <b>09</b>     |                    |               |                    |               |                        |               |                      |               |                      |               |                          |               |               |
| 2009          | 98                 | 56.32         | 10                 | 5.75          | 6                      | 3.45          | 49                   | 28.16         | 7                    | 4.02          | 4                        | 2.30          | 174           |
| 2010          | 93                 | 55.03         | 10                 | 5.92          | 6                      | 3.55          | 51                   | 30.18         | 6                    | 3.55          | 3                        | 1.78          | 169           |
| <b>Change</b> | <b>- 5</b>         | <b>- 1.29</b> | <b>0</b>           | <b>+ 0.17</b> | <b>0</b>               | <b>+ 0.10</b> | <b>+ 2</b>           | <b>+ 2.02</b> | <b>- 1</b>           | <b>- 0.47</b> | <b>- 1</b>               | <b>- 0.52</b> | <b>- 5</b>    |
| <b>10</b>     |                    |               |                    |               |                        |               |                      |               |                      |               |                          |               |               |
| 2009          | 35                 | 58.33         | 3                  | 5.00          | 2                      | 3.33          | 10                   | 16.67         | 6                    | 10.00         | 4                        | 6.67          | 60            |
| 2010          | 33                 | 56.90         | 3                  | 5.17          | 1                      | 1.72          | 10                   | 17.24         | 7                    | 12.07         | 4                        | 6.90          | 58            |
| <b>Change</b> | <b>- 2</b>         | <b>- 1.44</b> | <b>0</b>           | <b>+ 0.17</b> | <b>- 1</b>             | <b>- 1.61</b> | <b>0</b>             | <b>+ 0.57</b> | <b>+ 1</b>           | <b>+ 1.00</b> | <b>0</b>                 | <b>+ 0.23</b> | <b>- 2</b>    |
| <b>Total</b>  |                    |               |                    |               |                        |               |                      |               |                      |               |                          |               |               |
| 2009          | 19311              | 30.71         | 1705               | 11.35         | 959                    | 1.37          | 20681                | 33.18         | 14034                | 22.41         | 835                      | 1.22          | 62878         |
| 2010          | 18988              | 31.05         | 6774               | 11.08         | 986                    | 1.61          | 20096                | 32.86         | 13449                | 21.99         | 863                      | 1.41          | 61156         |
| <b>Change</b> | <b>- 323</b>       | <b>+ 0.34</b> | <b>+5 069</b>      | <b>- 0.27</b> | <b>+ 27</b>            | <b>+ 0.25</b> | <b>- 585</b>         | <b>- 0.32</b> | <b>- 585</b>         | <b>- 0.42</b> | <b>+ 28</b>              | <b>+ 0.19</b> | <b>-1 722</b> |

**Table I (A)**

Office of Human Resources

**STATE OF SOUTH CAROLINA  
PAY BANDS**

Run Date 9/30/00

| BAND  | MALE   |         |        |         |            |         | FEMALE |         |        |         |            |         | TOTAL |
|-------|--------|---------|--------|---------|------------|---------|--------|---------|--------|---------|------------|---------|-------|
|       | WHITE  |         | BLACK  |         | ALL OTHERS |         | WHITE  |         | BLACK  |         | ALL OTHERS |         |       |
|       | NUMBER | PERCENT | NUMBER | PERCENT | NUMBER     | PERCENT | NUMBER | PERCENT | NUMBER | PERCENT | NUMBER     | PERCENT |       |
| 0     | 5162   | 52.29   | 438    | 4.43    | 318        | 3.21    | 3296   | 33.39   | 522    | 5.28    | 135        | 1.35    | 9871  |
| 1     | 149    | 9.62    | 417    | 26.93   | 4          | 0.25    | 168    | 10.85   | 806    | 52.06   | 4          | 0.24    | 1548  |
| 2     | 1140   | 18      | 1422   | 22.46   | 25         | 0.39    | 1043   | 16.47   | 2677   | 42.28   | 24         | 0.37    | 6331  |
| 3     | 1788   | 12.22   | 1986   | 13.65   | 52         | 0.35    | 5700   | 39.18   | 4905   | 33.71   | 126        | 0.85    | 14547 |
| 4     | 3688   | 26.62   | 1913   | 13.8    | 80         | 0.57    | 5040   | 36.38   | 3053   | 22.03   | 79         | 0.56    | 13853 |
| 5     | 3883   | 33/06   | 1076   | 9.16    | 66         | 0.55    | 4756   | 40.5    | 1887   | 16.06   | 75         | 0.63    | 11743 |
| 6     | 2794   | 41.87   | 532    | 7.97    | 47         | 0.69    | 2501   | 37.47   | 757    | 11.34   | 42         | 0.62    | 66.73 |
| 7     | 1791   | 56.39   | 180    | 5.66    | 35         | 1.09    | 958    | 30.16   | 192    | 6.04    | 20         | 0.62    | 3176  |
| 8     | 559    | 64.61   | 40     | 4.69    | 7          | 0.81    | 204    | 23.94   | 39     | 4.57    | 3          | 0.34    | 852   |
| 9     | 108    | 68.35   | 11     | 6.96    | 4          | 2.52    | 24     | 15.18   | 9      | 5.69    | 2          | 1.26    | 158   |
| 10    | 46     | 63.88   | 4      | 5.55    | 6          | 8.33    | 10     | 13.88   | 2      | 2.77    | 4          | 5.55    | 72    |
| TOTAL | 21098  | 30.65   | 8019   | 11.65   | 644        | 0.92    | 23700  | 34.43   | 14849  | 21.57   | 514        | 0.74    | 68824 |

This report includes all FTE positions in State Government. It does not include Temporary Grant and Temporary employees.

## SECTION III

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

| PERCENTAGE LEVEL OF GOAL ATTAINMENT |  |         |                | PERCENTAGE LEVEL OF GOAL ATTAINMENT |  |         |                |
|-------------------------------------|--|---------|----------------|-------------------------------------|--|---------|----------------|
| Listed by Highest to Lowest         |  |         |                | Listed by Highest to Lowest         |  |         |                |
| Chart A (Page 1 of 2)               |  |         |                | Chart A (Page 1 of 2)               |  |         |                |
| RANKING                             | AGENCY                                   | PERCENT | # OF EMPLOYEES | RANKING                             | AGENCY                                   | PERCENT | # OF EMPLOYEES |
| 1                                   | ARTS COMMISSION                          | 100.0   | 25             | 25                                  | Commerce, Department of                  | 89.7    | 95             |
| 1                                   | Lieutenant Governor's Office             | 100.0   | 42             | 25                                  | Education, Department of                 | 89.7    | 898            |
| 1                                   | Secretary of State                       | 100.0   | 26             | 25                                  | Educational, South Carolina Lottery      | 89.7    | 132            |
| 1                                   | Workers' Compensation                    | 100.0   | 54             | 25                                  | Technical College of the Low Country     | 89.7    | 140            |
| 2                                   | Santee Cooper                            | 99.1    | 1840           | 26                                  | Vocational Rehabilitation, Department of | 89.3    | 1113           |
| 3                                   | Trident Technical College                | 98.6    | 676            | 27                                  | Corrections, Department of               | 89.1    | 5536           |
| 4                                   | Alcohol and other Drug Abuse Services    | 97.2    | 25             | 28                                  | Public Service Commission                | 89.0    | 38             |
| 5                                   | Revenue, Department of                   | 96.8    | 639            | 29                                  | Health and Environmental Control         | 88.8    | 3613           |
| 6                                   | Insurance, Department of                 | 96.7    | 86             | 30                                  | Tri-County Technical College             | 88.8    | 317            |
| 7                                   | Educational Television Commission        | 95.7    | 185            | 31                                  | Law Enforcement Division, State          | 88.6    | 447            |
| 7                                   | Greenville Technical College             | 95.7    | 680            | 32                                  | Medical University Hospital              | 88.2    | 5467           |
| 8                                   | Employment and Workforce                 | 93.9    | 883            | 32                                  | Transportation, Department of            | 88.2    | 4821           |
| 9                                   | Agriculture, Department of               | 93.6    | 130            | 33                                  | Blind, Commission for the                | 87.6    | 108            |
| 10                                  | Financial Institutions, SC Board of      | 93.5    | 33             | 33                                  | Natural Resources, Department of         | 87.6    | 689            |
| 11                                  | Social Services, Department of           | 93.3    | 3304           | 34                                  | Williamburg Technical College            | 87.5    | 62             |
| 12                                  | Governor's Office Executive Policy       | 93.1    | 214            | 35                                  | Orangeburg-Calhoun Technical College     | 86.3    | 172            |
| 13                                  | Second Injury Fund, South Carolina       | 92.9    | 20             | 36                                  | Clemson University                       | 86.0    | 3695           |
| 14                                  | Aiken Technical College                  | 92.6    | 136            | 37                                  | Denmark Technical College                | 85.1    | 115            |
| 14                                  | Spartanburg Community College            | 92.6    | 289            | 38                                  | Mental Health, Department of             | 85.1    | 4157           |
| 15                                  | York Technical College                   | 92.4    | 281            | 38                                  | Central Carolina Technical College       | 84.6    | 201            |
| 16                                  | Budget & Control Board                   | 92.2    | 1012           | 39                                  | Winthrop University                      | 84.4    | 829            |
| 16                                  | Consumer Affairs, Office of              | 92.2    | 36             | 40                                  | Horry-Georgetown Technical College       | 84.1    | 295            |
| 17                                  | Deaf and Blind, School of                | 92.1    | 335            | 40                                  | Technical and Comprehensive              | 84.1    | 57             |
| 18                                  | Accident Fund, State                     | 91.8    | 68             | 41                                  | Northeastern Technical College           | 83.9    | 80             |
| 19                                  | Midlands Technical College               | 91.5    | 556            | 42                                  | Francis Marion University                | 83.8    | 486            |
| 19                                  | Motor Vehicles, Department of            | 91.5    | 1151           | 43                                  | Auditor's Office, State                  | 83.7    | 31             |
| 20                                  | Health and Human Services, Department    | 91.4    | 1057           | 43                                  | Juvenile Justice, Department of          | 83.7    | 1393           |
| 21                                  | Treasurer's Office, South Carolina State | 90.7    | 60             | 43                                  | Labor, Licensing and Regulation, Dept    | 83.7    | 389            |
| 22                                  | Piedmont Technical College               | 90.4    | 272            | 44                                  | Medical University of South Carolina     | 83.2    | 3156           |
| 23                                  | Criminal Justice, Academy                | 90.2    | 117            | 45                                  | Governor's School for Science & Mathema  | 82.6    | 33             |
| 24                                  | Comptroller General's Office             | 89.9    | 46             | 46                                  | Coastal Carolina University              | 81.4    | 978            |

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

| RANKING | AGENCY                                    | PERCENT | # OF<br>EMPLOYEES | RANKING | AGENCY                             | PERCENT | # OF<br>EMPLOYEES |
|---------|---|---------|-------------------|---------|------------------------------------|---------|-------------------|
| 47      | University of South Carolina              | 81.3    | 5845              |         | *Attorney General's Office         | Exempt  | 160               |
| 48      | John de la Howe School                    | 80.9    | 75                |         | *Housing, Finance and Development  | Exempt  | 122               |
| 49      | Florence-Darlington Technical College     | 80.4    | 231               |         | PATRIOT'S POINT (Failed to Report) |         | 65                |
| 50      | Disabilities and Special Needs, Departmen | 79.4    | 1981              |         |                                    |         |                   |
| 51      | Adjutant General's Office                 | 79.8    | 122               |         |                                    |         |                   |
| 52      | College of Charleston                     | 76.0    | 1333              |         |                                    |         |                   |
| 53      | Office of Regulatory Staff                | 75.8    | 67                |         |                                    |         |                   |
| 54      | Wil Lou Gray Opportunity School           | 75.7    | 54                |         |                                    |         |                   |
| 55      | Election Commission, State                | 75.1    | 17                |         |                                    |         |                   |
| 56      | Probation, Pardon and Parole Department   | 74.7    | 581               |         |                                    |         |                   |
| 57      | Public Safety, Department of              | 73.9    | 1369              |         |                                    |         |                   |
| 58      | Library, State                            | 72.0    | 38                |         |                                    |         |                   |
| 59      | Governor's School for Arts and Humanities | 71.5    | 71                |         |                                    |         |                   |
| 59      | South Carolina State University           | 71.5    | 627               |         |                                    |         |                   |
| 60      | Museum Commission                         | 71.4    | 32                |         |                                    |         |                   |
| 61      | Archives and History, Department of       | 71.2    | 46                |         |                                    |         |                   |
| 62      | Forestry Commission                       | 68.7    | 350               |         |                                    |         |                   |
| 63      | Indigent Defense                          | 67.7    | 64                |         |                                    |         |                   |
| 67      | Parks, Recreation and Tourism, Departme   | 67.6    | 372               |         |                                    |         |                   |
| 65      | Ports Authority, State                    | 66.7    | 547               |         |                                    |         |                   |
| 66      | Citadel, The                              | 65.5    | 617               |         |                                    |         |                   |
| 67      | Lander University                         | 61.0    | 363               |         |                                    |         |                   |

## SECTION IV

## **Explanation of Agency Charts**

Pages 21 through 122 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2009 through September 30, 2010). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

### **Column One: Equal Employment Opportunity (EEO) Category Codes**

This section has codes for groups of employees that perform jobs having similar work content, pay rates and promotional opportunities. State agencies use codes E1 through E8. Four-year colleges and universities use codes E1 through E8 and C1 through C9. Technical education colleges use codes E1 through E8 and T1 through T5. When the number of employees assigned to a category is so small as to prohibit establishing goals, more than one EEO category may be combined to create a larger group of employees. Likewise, when an EEO category is extremely large, it can be subdivided into two or more categories. A general description of the kinds of jobs assigned to each EEO code follows:

#### **E1) Executives:**

Includes all employees whose assignments require meeting with the agency head or a designee to set agency policies that affect both internal and external statewide operations. Incumbents are expected to exercise discretion and independent judgment when assessing policy needs and ensuring that policies created are in line with state and federal laws, rules and regulations. Includes all employees whose assignments require the performance of work directly related to management policies and the general business operations of the agency or institution. Employees must perform the above functions and should report directly to the agency director or deputy director. Includes directors, deputy directors, department heads, division directors, regional directors, district directors and unclassified administrative managerial positions.

NOTE: Supervisory personnel of the professional, technical, clerical, skilled craft, and service/maintenance workforce will be reported within the specific categories of the personnel they supervise unless they set broad policies described above.

#### **E2) Professionals:**

Includes all employees required to possess specialized and theoretical knowledge that is usually acquired through college training or work experience and other training that provides comparable knowledge. Includes personnel specialists, social workers, doctors, registered nurses, systems analysts, accountants, counselors, teachers, police captains and lieutenants, classified professional non-faculty employees and kindred workers.

#### **E3) Technicians:**

Includes employees required to possess a combination of basic scientific or technical knowledge and manual skill that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes computer programmers and operators, draftspersons, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

E4) Protective Services:

Includes employees entrusted with public safety, security and protection of the public from destructive forces. Includes police, patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.

E5) Paraprofessionals:

Includes employees who perform some of the duties of a professional or technician in a supportive role and who usually require less formal training and/or experience than normally required for professional or technical positions. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes library assistants, administrative assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker's aides, home health aides, and kindred workers.

E6) Secretary/Clerical:

Includes employees responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes bookkeepers, messengers, office machines operators, clerk-typists, stenographers, court transcribers, secretaries, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

E7) Skilled Craft:

Includes employees performing jobs that require special manual skill and thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machinists, carpenters, compositors and typesetters and kindred workers.



E8) Service/Maintenance:

Includes workers performing duties related to the upkeep and care of buildings, facilities, or grounds. Workers in this group may operate machinery. Includes chauffeurs, laundry and dry cleaning operators, truck drivers, bus drivers and garage laborers, custodial personnel, gardeners and grounds keepers, refuse collectors, construction laborers and kindred workers.

C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes employees who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Includes officers holding such titles as Vice-President Administration, Vice-President Financial Management, Executive Assistant to the President, Director of Libraries, Director of Development and Alumni, Director of Athletics and kindred workers.

C2) Executives (Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Includes employees who work in academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Includes officers holding such titles as Vice President/Academic Affairs, Deans, and Executives of academic departments (chairperson, head, or the equivalent) if their principal activity is administration.

C3) Professors:\*

C4) Associate Professors:\*

C5) Assistant Professors:\*

C6) Instructors:\*

C7) Lecturers:\*

\*C3 through C7 includes all unclassified employees whose specific purpose is to provide instruction, research, or public service as a principal activity (or activities), and who hold academic titles of professors, associate professors, assistant professors,

instructors, lecturers or the equivalent of any one of these academic ranks. Included in this category are deans and executive officers of academic departments (chairperson, head or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

C8) Other (Academic):

Includes all unclassified employees whose specific assignments are temporary in nature and/or who provide specialized professional support to the academic departments. Includes visiting faculty with academic rank, Research Associates, Teaching Associates and kindred workers.

C9) Other (Non-Academic):

Includes all unclassified employees whose specific assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Persons placed in this category are considered professionals and would otherwise be reported under (E2), except that they are unclassified, under a different pay plan, and work in an institution of higher learning. Includes Directors, Athletic Coaches, Residents, Program Coordinators and kindred workers.

T1) Executives (Unclassified Institutional Officers):

Includes unclassified employees whose assignments require very broad executive management and policy-making responsibility on institution-wide areas. Includes employees who work in positions requiring the performance of work directly related to management of policies or general business operations of the institution. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise broad policy making, high level decision making, and very independent and discretionary judgment. They also direct the work of high level professions. Includes officers holding such titles as President, Executive Vice-President, Vice-President Education, Vice-President Business, Vice-President Student Affairs and Vice-President Development.

T2) Managerial (Unclassified Level II Education Support Personnel):

Includes unclassified employees whose assignments require very broad management and policy-making responsibility on an institution-wide basis of a customarily recognized and very broad division or larger unit. Includes employees who work in positions that require the performance of work directly related to the management of the institution or division. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise high level decision making and highly independent judgment, and to direct the work of mid-upper level administrators. Includes positions holding such titles as Dean of Instruction, Dean of Continuing Education, Dean of Students, Dean of Learning Resources II and Educational Support Manager II.

T3) Faculty/Administrative/Teaching:

Includes all unclassified employees whose assignments require both responsibility for management of a customarily recognized academic division/department and whose other assignments are made for the purpose of providing instruction, conducting research, providing learning resources or performing public service. Includes academic deans, assistant deans, division chairpersons, department heads, librarians, program coordinators, and other faculty positions, if their responsibilities are both administrative and instructional or administrative only.

T4) Faculty/Teaching:

Includes all unclassified employees whose specific assignments customarily are made for the purpose of conducting instruction. Includes instructors and vocational teachers. Does not include student teachers or research assistants.

T5) Professionals (Unclassified Level I Educational Support Personnel):

Includes all unclassified employees whose assignments require the direction and supervision of major related sections/departments. Includes positions titled Educational Support Manager I, Assistant Dean of Students, Assistant Dean of Continuing Education and Dean of Learning Resources I.

### **Column Two: Workforce Totals**

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2010. For purposes of the report, the following race/sex categories are used:

|    |   |                      |    |   |   |
|----|---|----------------------|----|---|---|
| WM | = | White Males          | OF | = | Other Minority Females                      |
| BM | = | Black Males          | T  | = | Total                                       |
| OM | = | Other Minority Males | #  | = | Number                                      |
| WF | = | White Females        | %  | = | Percentage                                  |
| BF | = | Black Females        | *  | = | Underutilization less than one whole person |

The information showing in the number (#) blocks of section 2 and 5 was provided by each agency, college or university or technical school and was reviewed for accuracy by agency representatives prior to the writing of this report. The percentage (%) of each race/sex group was computed by dividing the number (#) of each race/sex group by the total number (#) of persons in the EEO category.

### **Column Three: Adjusted Availability**

Column Three displays the percentage of people available in the labor market with the qualifications to perform the duties and responsibilities of the positions assigned to the EEO category. The percentages are taken from each agency's affirmative action plan.

Availability is an estimate of the percentage of the workforce you reasonably could expect to be employed based on the employer's analysis of the qualified labor pool. Availability estimates are reported for three groups: black males, white females and black females. Availability is established for any minority group exceeding two percent of the relevant labor market. The Availability is then adjusted to a rate that is within 90.0 percent of what would be expected (a fluctuation of 10 percent). The Availability adjustment is to allow for the possibility that the current workforce disparities may not be statistically significant. If you add the availability percentages and subtract from 100, you will have the availability for white males and all other racial groups not depicted on this form. Historically, there has not been a pattern of underutilization of white males in employer workforces. No other race or ethnic group was over the 2 percent threshold.

### **Column Four: Underutilization**

These figures are a comparison of the Adjusted Availability (Column Three) percentages, and the actual workforce (Column Two) percentages. If the current workforce is less than the Adjusted Availability, then underutilization exists. The underutilization is expressed as a percentage. If there is no underutilization a "No" appears in the block.

In any job group where the percent of underutilization is so small that it would compute to less than one whole person, an asterisk will appear in the appropriate block indicating that no goals are required.

*This process is based on statistical fact, not its cause.* However, the SCHAC recognizes that the mathematical comparison between availability and the current workforce should not be the sole consideration in determining underutilization. Other reasons can be discussed with SCHAC.

#### **Column Five: New Hires and Promotions 10/01/09 – 09/30/10**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2009 and September 30, 2010. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

The reclassification of an already filled position is not counted in Column Five.

#### **Column Six: Goals Met**

When an agency has achieved the Adjusted Availability displayed on the form for a race/sex group, a YES is indicated in the appropriate block. If not, the percentage (%) achieved is displayed. The overall percentage of the goals achieved is noted at the bottom of each agency's chart.

*The percentage of goals achieved is calculated by dividing the percent employed (in Column Two) by the percent available (in Column Three).*

*In race/sex groups where underutilization is less than one whole person, an asterisk will appear in the appropriate blocks.*

## SECTION V

## State Accident Fund

Agency Director: Harry B. Gregory, Jr.

EEO Officer: Gerald Murphy

| 1            | 2                              |      |      |    |      |      |       | 3  |      |      | 4                |     |      | 5   |      |      |    |       |    |       | 6   |       |       |      |
|--------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|----|-------|----|-------|---|-------|-------|------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |       |    |       | % OF Goals Met Based on Adjusted Availability |       |       |      |
|              | WM                             | BM   | OM   | WF | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF | BF    | OF | TOTAL | BM  | WF    | BF    |      |
| E1           | #                              | 5    |      |    | 2    | 2    |       | 9  | 5.6  | 26.8 | 6.2              | 5.6 | 4.6  | NO  |      |      |    | 1     |    |       | 1   | 0.0%  | 82.8% | YES  |
|              | %                              | 55.6 |      |    | 22.2 | 22.2 |       | 100.0  |      |      |                  |     |      |   |      |      |    | 100.0 |    |       |   |       |       |      |
| E2           | #                              | 9    | 1    |    | 17   | 10   | 1     | 38   | 4.1  | 39.7 | 16.1             | 1.5 | NO   | NO  | 3    |      |    | 3     |    |       | 6   | 63.4% | YES   | YES  |
|              | %                              | 23.7 | 2.6  |    | 44.7 | 26.3 | 2.6   | 100.0  |      |      |                  |     |      |   | 50.0 |      |    | 50.0  |    |       | 100.0   |       |       |      |
| E3           | #                              | 2    | 2    |    | 3    |      |       | 7  | 10.7 | 21.1 | 5.7              | NO  | NO   | 5.7   | 1    | 1    |    | 1     |    |       | 3   | YES   | YES   | 0.0% |
|              | %                              | 28.6 | 28.6 |    | 42.9 |      |       | 100.0  |      |      |                  |     |      |   | 33.3 | 33.3 |    | 33.3  |    |       | 100.0   |       |       |      |
| E5 and E6    | #                              |      | 1    |    | 5    | 7    | 2     | 15   | 4.5  | 46.1 | 16.2             | NO  | 12.8 | NO  |      |      |    | 1     |    |       | 1   | YES   | 72.2% | YES  |
|              | %                              |      | 6.7  |    | 33.3 | 46.7 | 13.3  | 100.0  |      |      |                  |     |      |   |      |      |    | 100.0 |    |       | 100.0   |       |       |      |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |      |      |    |       |    |       |   |       |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 95.7 percent

Level of Goal Attainment for 2009: 96.2 percent

Level of Goal Attainment for 2010: 91.8 percent

## Adjutant General Office

Agency Director: Stanhope S. Spears

EEO Officer: Robert L. Faulk

| 1            | 2                              |      |      |     |      |      |     | 3  |      |      | 4                |     |      | 5   |   |      |      |    |      |      |      | 6   |       |       |       |   |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|---|------|------|----|------|------|------|---|-------|-------|-------|---|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |   |      |      |    |      |      |      | % OF Goals Met Based on Adjusted Availability |       |       |       |   |
|              | #                              | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM  | WF   | BF  | * | WM   | BM   | OM | WF   | BF   | OF   | TOTAL   | BM    | WF    | BF    | * |
| E1           | #                              | 9    | 2    |     |      |      |     | 11   | 3.8  | 31.3 | 5.3              | NO  | 31.3 | 5.3   | * |      |      |    |      |      |      |   | YES   | 0.0%  | 0.0%  | * |
|              | %                              | 81.8 | 18.2 |     |      |      |     | 100.0  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |
| E2           | #                              | 37   | 5    | 1   | 17   | 5    | 1   | 66   | 6.5  | 34.8 | 11.4             | NO  | 9.0  | 3.8   | * | 1    | 1    |    | 4    | 1    | 1    | 8   | YES   | 74.1% | 66.7% | * |
|              | %                              | 56.1 | 7.6  | 1.5 | 25.8 | 7.6  | 1.5 | 100.0  |      |      |                  |     |      |   |   | 12.5 | 12.5 |    | 50.0 | 12.5 | 12.5 | 100.0   |       |       |       |   |
| E3           | #                              | 4    |      |     | 3    |      |     | 7  | 4.0  | 34.1 | 16.0             | 4.0 | NO   | 16.0  | * |      |      |    |      |      |      |   | 0.0%  | YES   | 0.0%  | * |
|              | %                              | 57.1 |      |     | 42.9 |      |     | 100.0  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |
| E4           | #                              | 6    | 4    |     |      |      |     | 10   | 16.0 | 6.2  | 3.8              | NO  | 6.2  | 3.8   | * |      |      |    |      |      |      |   | YES   | 0.0%  | 0.0%  | * |
|              | %                              | 60.0 | 40.0 |     |      |      |     | 100.0  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |
| E5 and E6    | #                              | 1    |      |     | 8    | 1    |     | 10   | 1.2  | 61.2 | 11.9             | 1.2 | NO   | 1.9   | * |      |      |    |      |      |      |   | 0.0%  | YES   | 84.0% | * |
|              | %                              | 10.0 |      |     | 80.0 | 10.0 |     | 100.0  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |
| E7           | #                              | 10   | 2    |     |      |      |     | 12   | 17.8 | 3.8  | 1.6              | 1.1 | 3.8  | 1.6   | * |      |      |    |      |      |      |   | 93.8% | 0.0%  | 0.0%  | * |
|              | %                              | 83.3 | 16.7 |     |      |      |     | 100.0  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |
| E8           | #                              | 2    | 1    |     | 1    | 1    |     | 5  | 18.1 | 15.8 | 23.5             | NO  | NO   | 3.5   | * |      |      |    |      |      |      |   | YES   | YES   | 85.1% | * |
|              | %                              | 40.0 | 20.0 |     | 20.0 | 20.0 |     | 100.0  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |
|              | #                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |
|              | %                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |   |      |      |    |      |      |      |   |       |       |       |   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 68.3 percent

Level of Goal Attainment for 2009: 77.2 percent

Level of Goal Attainment for 2010: 78.8 percent



## Agriculture, Department of

Agency Director: Hugh E. Weathers

EEO Officer: Georgette P. Rivers

| 1            | 2                              |      |      |    |      |      |       | 3  |      |      | 4                |      |      | 5   |    |    |      |      |       |       |       | 6   |       |  |
|--------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|------|------|---|----|----|------|------|-------|-------|-------|---|-------|--|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |      |      |       |       |       | % OF Goals Met Based on Adjusted Availability |       |  |
|              | WM                             | BM   | OM   | WF | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF   | BF   | OF    | TOTAL | BM    | WF  | BF    |  |
| E1           | #                              | 2    |      |    | 1    | 1    | 4     |  |      |      |                  | *    | *    |   |    |    |      |      |       |       | *     | *   | *     |  |
|              | %                              | 50.0 |      |    | 25.0 | 25.0 | 100.0 | 5.5  | 35.6 | 7.1  | 5.5              | 10.6 | NO   |   |    |    |      |      |       |       | 0.0%  | 70.2%   | YES   |  |
| E2           | #                              | 19   | 4    |    | 12   | 4    | 39    |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | %                              | 48.7 | 10.3 |    | 30.8 | 10.3 | 100.0 | 7.5  | 33.7 | 16.8 | NO               | 2.9  | 6.5  |   |    |    |      |      |       |       | YES   | 91.4%   | 61.3% |  |
| E3 and E5    | #                              | 27   | 4    |    | 24   | 7    | 62    |  |      |      | *                |      |      | 1   |    |    | 1    | 1    |       | 3     | *     |   |       |  |
|              | %                              | 43.5 | 6.5  |    | 38.7 | 11.3 | 100.0 | 6.8  | 32.0 | 21.3 | 0.3              | NO   | NO   | 33.3  |    |    | 33.3 | 33.3 |       | 100.0 | 95.6% | YES   | YES   |  |
| E6           | #                              |      |      |    | 3    | 1    | 5     |  |      |      | *                |      |      |   |    |    |      |      | 1     | 1     | *     |   |       |  |
|              | %                              |      |      |    | 60.0 | 20.0 | 100.0 | 0.8  | 57.8 | 17.7 | 0.8              | NO   | NO   |   |    |    |      |      | 100.0 | 100.0 | 0.0%  | YES   | YES   |  |
| E7 and E8    | #                              | 4    | 3    |    | 1    |      | 8     |  |      |      |                  |      | *    |   |    |    |      |      |       |       |       |   | *     |  |
|              | %                              | 50.0 | 37.5 |    | 12.5 |      | 100.0 | 21.3   | 10.0 | 10.1 | NO               | NO   | 10.1 |   |    |    |      |      |       |       | YES   | YES   | 0.0%  |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |      |   |    |    |      |      |       |       |       |   |       |  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    81.5 percent

Level of Goal Attainment for 2009:    92.3 percent

Level of Goal Attainment for 2010:    93.2 percent

## SC Department of Alcohol and Other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Lillian Roberson

| 1            |   | 2                              |      |    |      |      |      |       | 3  |    |    | 4                |      |      | 5   |    |    |    |    |    |       | 6   |       |      |
|--------------|---|--------------------------------|------|----|------|------|------|-------|--|----|----|------------------|------|------|---|----|----|----|----|----|-------|---|-------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |    |    | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              |   | WM                             | BM   | OM | WF   | BF   | OF   | TOTAL | BM   | WF | BF | BM               | WF   | BF   | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF    | BF   |
|              |   | #                              | %    | #  | %    | #    | %    | #     | %  | %  | %  | %                | %    | %    | %   | %  | %  | %  | %  | %  | %     | %   | %     | %    |
| E1           | # | 2                              |      | 1  |      | 1    |      | 1     |  | 5  |    | 18.7             | 22.5 | 5.6  |   |    |    |    |    |    |       |   |       |      |
|              | % | 40.0                           | 20.0 |    | 20.0 |      | 20.0 | 100.0 |  |    |    | NO               | 2.5  | 5.6  |   |    |    |    |    |    |       | YES   | 88.9% | 0.0% |
| E2           | # | 6                              |      | 2  |      | 10   |      | 10    |  | 28 |    | 4.8              | 39.1 | 14.5 |   |    |    |    |    |    |       |   |       |      |
|              | % | 21.4                           | 7.1  |    | 35.7 |      | 35.7 | 100.0 |  |    |    | NO               | 3.4  | NO   |   |    |    |    |    |    |       | YES   | 91.3% | YES  |
| E3 and E5    | # | 1                              |      |    | 1    | 1    |      | 3     |  |    |    | 4.4              | 25.3 | 0.8  |   |    |    |    |    |    |       |   |       |      |
|              | % | 33.3                           |      |    | 33.3 | 33.3 |      | 100.0 |  |    |    | 4.4              | NO   | NO   |   |    |    |    |    |    |       | 0.0%  | YES   | YES  |
|              | # |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |      |       |  |    |    |                  |      |      |   |    |    |    |    |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    94.0 percent

Level of Goal Attainment for 2009:    95.9 percent

Level of Goal Attainment for 2010:    97.2 percent

## Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

| 1            |   | 2                              |    |    |      |      |    |       | 3  |      |      | 4                |      |      | 5   |    |    |       |    |    |       | 6   |       |      |
|--------------|---|--------------------------------|----|----|------|------|----|-------|--|------|------|------------------|------|------|---|----|----|-------|----|----|-------|---|-------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |    |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              |   | WM                             | BM | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF    | BF   |
| E1           | # |                                |    |    | 1    | 2    |    | 3     | 5.3  | 34.7 | 7.4  | 5.3              | 1.4  | NO   |   |    |    |       |    |    |       | 0.0%  | 96.0% | YES  |
|              | % |                                |    |    | 33.3 | 66.7 |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
| E2           | # | 18                             |    |    | 8    | 3    |    | 29    | 3.6  | 39.1 | 6.4  | 3.6              | 11.5 | NO   |   |    |    | 1     |    |    | 1     | 0.0%  | 70.6% | YES  |
|              | % | 62.1                           |    |    | 27.6 | 10.3 |    | 100.0 |  |      |      |                  |      |      |   |    |    | 100.0 |    |    | 100.0 |   |       |      |
| E3           | # | 3                              |    |    | 1    |      |    | 4     | 5.7  | 41.1 | 12.0 | 5.7              | 16.1 | 12.0 |   |    |    |       |    |    |       | 0.0%  | 60.8% | 0.0% |
|              | % | 75.0                           |    |    | 25.0 |      |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |

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**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 83.9 percent

Level of Goal Attainment for 2009: 81.9 percent

Level of Goal Attainment for 2010: 71.2 percent

## Arts Commission

Agency Head: Ken May

EEO Officer: Joy Young

| 1            |   | 2                              |    |    |      |      |    |       | 3  |      |      | 4                |      |     | 5   |    |    |    |    |    |       | 6   |      |      |
|--------------|---|--------------------------------|----|----|------|------|----|-------|--|------|------|------------------|------|-----|---|----|----|----|----|----|-------|---|------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |    |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |      |      |
|              |   | WM                             | BM | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF   | BF   |
| E1           | # | 1                              |    |    |      |      |    | 1     | 4.1  | 32.8 | 6.2  | 4.1              | 32.8 | 6.2 |   |    |    |    |    |    |       | 0.0%  | 0.0% | 0.0% |
|              | % | 100.0                          |    |    |      |      |    | 100.0 |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
| E2           | # | 2                              |    |    | 10   | 2    |    | 14    | 5.1  | 40.0 | 11.8 | 5.1              | NO   | NO  |   |    |    |    |    |    |       | 0.0%  | YES  | YES  |
|              | % | 14.3                           |    |    | 71.4 | 14.3 |    | 100.0 |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
| E3 and E5    | # |                                |    |    | 2    | 1    |    | 3     | 3.8  | 50.5 | 8.9  | 3.8              | NO   | NO  |   |    |    |    |    |    |       | 0.0%  | YES  | YES  |
|              | % |                                |    |    | 66.7 | 33.3 |    | 100.0 |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | # |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |
|              | % |                                |    |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |      |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    96.0 percent  
Level of Goal Attainment for 2009:    100.0 percent  
Level of Goal Attainment for 2010:    100.0 percent

## Auditor, State

Agency Director: Richard H. Gilbert, Jr., CPA

EEO Officer: R. Kenneth Harrill

| 1            |   | 2                              |     |     |      |      |     |       | 3  |      |      | 4                |     |     | 5   |    |    |    |    |    |       | 6   |       |       |
|--------------|---|--------------------------------|-----|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|----|----|----|----|----|-------|---|-------|-------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |     |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              |   | WM                             | BM  | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF    | BF    |
|              |   | #                              |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
| E1           | # | 7                              |     | 1   | 4    | 1    | 1   | 14    | 5.1  | 36.9 | 15.8 | 5.1              | 8.3 | 8.7 | 1   |    |    |    |    |    | 1     | 0.0%  | 77.5% | 44.9% |
|              | % | 50.0                           |     | 7.1 | 28.6 | 7.1  | 7.1 | 100.0 |  |      |      |                  |     |     | 100.0   |    |    |    |    |    | 100.0 |   |       |       |
| E2           | # | 5                              | 1   |     | 4    | 2    |     | 12    | 4.4  | 41.3 | 19.8 | NO               | 8.0 | 3.1 |   |    |    |    |    |    |       | YES   | 80.6% | 84.3% |
|              | % | 41.7                           | 8.3 |     | 33.3 | 16.7 |     | 100.0 |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
| E5 and E6    | # |                                |     |     | 2    | 1    |     | 3     | 6.0  | 67.5 | 4.5  | 6.0              | 0.8 | NO  |   |    |    |    |    |    |       | 0.0%  | 98.8% | YES   |
|              | % |                                |     |     | 66.7 | 33.3 |     | 100.0 |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |    |    |    |    |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 70.6 percent

Level of Goal Attainment for 2009: 80.0 percent

Level of Goal Attainment for 2010: 83.7 percent

## Blind, Commission for the

Agency Director: James M. Kirby

EEO Officer: Wanda Miller

| 1            | 2                              |       |      |     |      |      |       | 3  |      |      | 4                |       |      | 5   |    |    |      |      |    |       |       | 6   |       |      |
|--------------|--------------------------------|-------|------|-----|------|------|-------|--|------|------|------------------|-------|------|---|----|----|------|------|----|-------|-------|---|-------|------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |       |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |       |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |      |      |    |       |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              | WM                             | BM    | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF    | BF   | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM    | WF  | BF    |      |
| E1           | #                              | 3     | 1    |     | 1    | 2    | 7     | 5.6  | 28.1 | 8.0  | NO               | 13.8  | NO   |   |    |    |      |      |    |       | YES   | 50.9%*  | YES   |      |
|              | %                              | 42.9  | 14.3 |     | 14.3 | 28.6 | 100.0 |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
| E2           | #                              | 5     | 8    | 1   | 19   | 30   | 63    | 8.6  | 37.2 | 20.7 | NO               | 7.0   | NO   |   |    |    | 4    | 2    |    | 6     | YES   | 81.2%   | YES   |      |
|              | %                              | 7.9   | 12.7 | 1.6 | 30.2 | 47.6 | 100.0 |  |      |      |                  |       |      |   |    |    | 66.7 | 33.3 |    | 100.0 |       |   |       |      |
| E3           | #                              | 3     | 1    | 1   | 9    | 12   | 26    | 2.7  | 61.2 | 12.5 | NO               | 26.6  | NO   |   |    |    |      |      |    |       | YES   | 56.5%   | YES   |      |
|              | %                              | 11.5  | 3.8  | 3.8 | 34.6 | 46.2 | 100.0 |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
| E5           | #                              | 3     |      |     |      |      | 3     | 7.2  | 16.7 | 9.0  | 7.2*             | 16.7* | 9.0* |   |    |    | 1    | 1    |    | 2     | 0.0%* | 0.0%*   | 0.0%* |      |
|              | %                              | 100.0 |      |     |      |      | 100.0 |  |      |      |                  |       |      |   |    |    |      |      |    | 50.0  |       |   |       | 50.0 |
|              | #                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | %                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | #                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | %                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | #                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | %                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | #                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | %                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | #                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |
|              | %                              |       |      |     |      |      |       |  |      |      |                  |       |      |   |    |    |      |      |    |       |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    85.1 percent

Level of Goal Attainment for 2009:    86.1 percent

Level of Goal Attainment for 2010:    87.6 percent

## Financial Institutions, Board of

Agency Director: Converse A. Chellis, III

EEO Officer: Georgette P. Rivers

| 1            | 2                              |      |      |       |      |      |       | 3  |      |      | 4                |      |      | 5   |    |    |       |    |    |       | 6   |       |      |
|--------------|--------------------------------|------|------|-------|------|------|-------|--|------|------|------------------|------|------|---|----|----|-------|----|----|-------|---|-------|------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |       |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              | WM                             | BM   | OM   | WF    | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF    | BF   |
| E1           | #                              | 3    |      |       | 2    |      | 5     | 2.4  | 42.5 | 5.5  | 2.4              | 2.5  | 5.5  |   |    |    |       |    |    |       | 0.0%  | 94.1% | 0.0% |
|              | %                              | 60.0 |      |       | 40.0 |      | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
| E2           | #                              | 10   | 3    |       | 8    | 3    | 24    | 5.6  | 45.3 | 8.9  | NO               | 12.0 | NO   | 1   |    |    | 1     |    |    | 2     | YES   | 73.5% | YES  |
|              | %                              | 41.7 | 12.5 |       | 33.3 | 12.5 | 100.0 |  |      |      |                  |      |      | 50.0  |    |    | 50.0  |    |    | 100.0 |   |       |      |
| E5 and E6    | #                              |      |      | 1     |      |      | 1     | 0.2  | 69.7 | 17.6 | 0.2              | NO   | 17.6 |   |    |    | 1     |    |    | 1     | 0.0%  | YES   | 0.0% |
|              | %                              |      |      | 100.0 |      |      | 100.0 |  |      |      |                  |      |      |   |    |    | 100.0 |    |    | 100.0 |   |       |      |
|              | #                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | #                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | #                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | #                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | #                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |       |      |      |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 89.1 percent

Level of Goal Attainment for 2009: 90.4 percent

Level of Goal Attainment for 2010: 93.5 percent

## Budget and Control Board

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

| 1            | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |     | 5   |      |      |       |      |      |       | 6   |       |       |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|------|------|-------|------|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF    | BF   | OF   | TOTAL | BM  | WF    | BF    |
| E1           | # 12                           | 2    |     | 6    | 1    |     | 21    | 7.0  | 17.4 | 2.2  | NO               | NO  | NO  |   |      |      |       |      |      |       | YES   | YES   | YES   |
|              | % 57.1                         | 9.5  |     | 28.6 | 4.8  |     | 100.0 |  |      |      |                  |     |     |   |      |      |       |      |      |       |   |       |       |
| E2A          | # 49                           | 5    |     | 26   | 3    |     | 83    | 4.6  | 26.9 | 5.2  | NO               | NO  | 1.6 | 1   |      |      | 2     |      |      | 3     | YES   | YES   | 69.2% |
|              | % 59.0                         | 6.0  |     | 31.3 | 3.6  |     | 100.0 |  |      |      | NO               | NO  | 1.6 | 33.3  |      |      | 66.7  |      |      | 100.0 | YES   | YES   | 69.2% |
| E2B          | # 98                           | 11   | 1   | 65   | 21   |     | 196   | 4.7  | 29.3 | 6.2  | NO               | NO  | NO  | 2   | 1    |      | 4     |      |      | 7     | YES   | YES   | YES   |
|              | % 50.0                         | 5.6  | 0.5 | 33.2 | 10.7 |     | 100.0 |  |      |      | NO               | NO  | NO  | 28.6  | 14.3 |      | 57.1  |      |      | 100.0 | YES   | YES   | YES   |
| E2C          | # 68                           | 9    | 1   | 67   | 20   | 2   | 167   | 5.3  | 32.6 | 8.6  | NO               | NO  | NO  | 7   |      |      | 1     |      | 1    | 9     | YES   | YES   | YES   |
|              | % 40.7                         | 5.4  | 0.6 | 40.1 | 12.0 | 1.2 | 100.0 |  |      |      | NO               | NO  | NO  | 77.8  |      |      | 11.1  |      | 11.1 | 100.0 | YES   | YES   | YES   |
| E2D          | # 27                           | 15   | 3   | 80   | 59   | 4   | 188   | 4.6  | 43.2 | 11.2 | NO               | 0.6 | NO  | 1   | 3    |      | 12    | 4    | 4    | 24    | YES   | 98.6% | YES   |
|              | % 14.4                         | 8.0  | 1.6 | 42.6 | 31.4 | 2.1 | 100.0 |  |      |      | NO               | 0.6 | NO  | 4.2   | 12.5 |      | 50.0  | 16.7 | 16.7 | 100.0 | YES   | 98.6% | YES   |
| E3           | # 66                           | 12   | 3   | 34   | 17   | 4   | 136   | 8.0  | 23.5 | 6.9  | NO               | NO  | NO  | 5   |      | 1    |       |      | 1    | 7     | YES   | YES   | YES   |
|              | % 48.5                         | 8.8  | 2.2 | 25.0 | 12.5 | 2.9 | 100.0 |  |      |      | NO               | NO  | NO  | 71.4  |      | 14.3 |       |      | 14.3 | 100.0 | YES   | YES   | YES   |
| E5           | # 3                            | 1    |     | 31   | 16   |     | 51    | 1.6  | 67.5 | 11.7 | NO               | 6.7 | NO  |   |      |      |       |      |      |       | YES   | 90.1% | YES   |
|              | % 5.9                          | 2.0  |     | 60.8 | 31.4 |     | 100.0 |  |      |      | NO               | 6.7 | NO  |   |      |      |       |      |      | 100.0 | YES   | 90.1% | YES   |
| E6           | # 4                            | 5    | 1   | 21   | 16   | 1   | 48    | 5.1  | 53.6 | 12.8 | NO               | 9.8 | NO  |   |      |      | 1     |      |      | 1     | YES   | 81.7% | YES   |
|              | % 8.3                          | 10.4 | 2.1 | 43.8 | 33.3 | 2.1 | 100.0 |  |      |      | NO               | 9.8 | NO  |   |      |      | 100.0 |      |      | 100.0 | YES   | 81.7% | YES   |
| E7           | # 50                           | 19   |     | 1    |      |     | 70    | 18.8   | 2.6  | 1.7  | NO               | 1.2 | 1.7 | 3   |      |      |       |      |      | 3     | YES   | 53.8% | 0.0%  |
|              | % 71.4                         | 27.1 |     | 1.4  |      |     | 100.0 |  |      |      | NO               | 1.2 | 1.7 | 100.0   |      |      |       |      |      | 100.0 | YES   | 53.8% | 0.0%  |
| E8           | # 11                           | 12   |     | 4    | 9    |     | 36    | 22.0   | 14.9 | 11.5 | NO               | 3.8 | NO  | 1   |      |      |       | 1    |      | 2     | YES   | 74.5% | YES   |
|              | % 30.6                         | 33.3 |     | 11.1 | 25.0 |     | 100.0 |  |      |      | NO               | 3.8 | NO  | 50.0  |      |      |       | 50.0 |      | 100.0 | YES   | 74.5% | YES   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    93.1 percent  
 Level of Goal Attainment for 2009:    92.6 percent  
 Level of Goal Attainment for 2010:    92.2 percent



## The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Derrick Crawford

| 1             | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |      |     | 5   |      |      |      |      |      |       |       | 6   |       |  |
|---------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|-----|---|------|------|------|------|------|-------|-------|---|-------|--|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |      |       |       | % OF Goals Met Based on Adjusted Availability |       |  |
|               | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM    | WF  | BF    |  |
| C1, C2 and E1 | #                              | 23   | 2    | 1   | 3    |      | 29    | 2.6  | 45.1 | 7.2  | NO               | 34.8 | 7.2 |   |      |      |      |      |      |       | YES   | 22.8%   | 0.0%  |  |
|               | %                              | 79.3 | 6.9  | 3.4 | 10.3 |      | 100.0 |  |      |      |                  |      |     |   |      |      |      |      |      |       |       |   |       |  |
| C3            | #                              | 30   |      | 1   | 11   |      | 43    | 2.4  | 43.6 | 9.1  | 2.4              | 18.0 | 9.1 | 5   |      |      |      |      |      | 5     | 0.0%  | 58.7%   | 0.0%  |  |
|               | %                              | 69.8 |      | 2.3 | 25.6 |      | 100.0 |  |      |      |                  |      |     | 100.0   |      |      |      |      |      | 100.0 |       |   |       |  |
| C4            | #                              | 28   | 1    | 2   | 15   | 4    | 52    | 2.6  | 44.5 | 9.5  | 0.7              | 15.7 | 1.8 | 1   |      |      | 1    |      | 1    | 3     | 73.1% | 64.7%   | 81.1% |  |
|               | %                              | 53.8 | 1.9  | 3.8 | 28.8 | 7.7  | 100.0 |  |      |      |                  |      |     | 33.3  |      |      | 33.3 |      | 33.3 | 100.0 |       |   |       |  |
| C5 and C6     | #                              | 52   | 1    | 4   | 24   | 3    | 88    | 3.9  | 43.8 | 11.0 | 2.8              | 16.5 | 7.6 | 7   |      | 1    | 4    | 1    | 2    | 15    | 28.2% | 62.3%   | 30.9% |  |
|               | %                              | 59.1 | 1.1  | 4.5 | 27.3 | 3.4  | 100.0 |  |      |      |                  |      |     | 46.7  |      | 6.7  | 26.7 | 6.7  | 13.3 | 100.0 |       |   |       |  |
| C8 and C9     | #                              | 41   | 4    |     | 12   | 1    | 59    | 5.5  | 27.4 | 2.3  | NO               | 7.1  | 0.6 | 12  | 2    | 1    |      |      | 1    | 16    | YES   | 74.1%   | 73.9% |  |
|               | %                              | 69.5 | 6.8  |     | 20.3 | 1.7  | 100.0 |  |      |      |                  |      |     | 75.0  | 12.5 | 6.3  |      |      | 6.3  | 100.0 |       |   |       |  |
| E2            | #                              | 39   | 6    | 3   | 57   | 11   | 123   | 5.9  | 41.3 | 13.3 | 1.0              | NO   | 4.4 | 7   | 2    | 1    | 3    |      | 3    | 16    | 83.1% | YES   | 66.9% |  |
|               | %                              | 31.7 | 4.9  | 2.4 | 46.3 | 8.9  | 100.0 |  |      |      |                  |      |     | 43.8  | 12.5 | 6.3  | 18.8 |      | 18.8 | 100.0 |       |   |       |  |
| E3 and E5     | #                              | 23   | 3    | 1   | 24   | 11   | 63    | 3.8  | 39.3 | 17.3 | NO               | 1.2  | NO  | 3   | 2    | 1    | 1    | 1    | 1    | 9     | YES   | 96.9%   | YES   |  |
|               | %                              | 36.5 | 4.8  | 1.6 | 38.1 | 17.5 | 100.0 |  |      |      |                  |      |     | 33.3  | 22.2 | 11.1 | 11.1 | 11.1 | 11.1 | 100.0 |       |   |       |  |
| E4            | #                              | 13   | 3    |     |      |      | 16    | 12.6   | 13.5 | 5.4  | NO               | 13.5 | 5.4 | 2   | 2    |      |      |      |      | 4     | YES   | 0.0%  | 0.0%  |  |
|               | %                              | 81.3 | 18.8 |     |      |      | 100.0 |  |      |      |                  |      |     | 50.0  | 50.0 |      |      |      |      | 100.0 |       |   |       |  |
| E6            | #                              | 1    |      |     | 16   | 10   | 28    | 2.1  | 63.7 | 15.6 |                  |      |     |   |      | 1    | 3    |      |      | 4     | 0.0%  | 89.6%   | YES   |  |
|               | %                              | 3.6  |      |     | 57.1 | 35.7 | 100.0 |  |      |      | 2.1              | 6.6  | NO  |   |      | 25.0 | 75.0 |      |      | 100.0 |       |   |       |  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    65.5 percent

Level of Goal Attainment for 2009:    61.6 percent

Level of Goal Attainment for 2010:    65.5 percent

EEO Officer: Derrick Crawford

## Clemson University (Page 1 of 3)

Agency Director: Dr. James Barker

EEO Officer: Jerry Knighton

| 1            | 2                              |     |      |      |     |     |       | 3  |      |     | 4                |     |     | 5   |     |       |      |      |       |       | 6   |       |       |
|--------------|--------------------------------|-----|------|------|-----|-----|-------|--|------|-----|------------------|-----|-----|---|-----|-------|------|------|-------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |     |      |      |     |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |       |      |      |       |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM  | OM   | WF   | BF  | OF  | TOTAL | BM   | WF   | BF  | BM               | WF  | BF  | WM  | BM  | OM    | WF   | BF   | OF    | TOTAL | BM  | WF    | BF    |
| C1           | # 1                            |     |      | 1    |     |     | 2     | 6.4  | 26.5 | 4.4 | 6.4              | NO  | 4.4 |   |     |       |      |      |       |       | 0.0%  | YES   | 0.0%  |
|              | % 50.0                         |     |      | 50.0 |     |     | 100.0 |  |      |     |                  |     |     |   |     |       |      |      |       |       |   |       |       |
| C2           | # 15                           | 1   | 2    | 8    | 2   |     | 28    | 3.6  | 29.5 | 6.8 | 0.0              | 0.9 | NO  |   |     |       |      |      |       |       | YES   | 96.9% | YES   |
|              | % 53.6                         | 3.6 | 7.1  | 28.6 | 7.1 |     | 100.0 |  |      |     |                  |     |     |   |     |       |      |      |       |       |   |       |       |
| C3           | # 264                          | 6   | 29   | 67   | 1   | 4   | 371   | 2.6  | 21.4 | 1.9 | 1.0              | 3.3 | 1.6 | 7   |     | 1     |      |      |       | 8     | 61.5%   | 84.6% | 15.8% |
|              | % 71.2                         | 1.6 | 7.8  | 18.1 | 0.3 | 1.1 | 100.0 |  |      |     |                  |     |     | 87.5  |     | 12.5  |      |      |       | 100.0 |   |       |       |
| C4           | # 141                          | 7   | 23   | 65   | 3   | 9   | 248   | 2.4  | 24.2 | 2.4 | NO               | NO  | 1.2 |   |     | 1     |      |      |       | 1     | YES   | YES   | 50.0% |
|              | % 56.9                         | 2.8 | 9.3  | 26.2 | 1.2 | 3.6 | 100.0 |  |      |     |                  |     |     |   |     | 100.0 |      |      |       | 100.0 |   |       |       |
| C5           | # 129                          | 6   | 29   | 78   | 6   | 17  | 265   | 2.7  | 26.2 | 2.7 | 0.4              | NO  | 0.4 | 20  |     | 3     | 5    |      | 2     | 30    | 85.2%   | YES   | 85.2% |
|              | % 48.7                         | 2.3 | 10.9 | 29.4 | 2.3 | 6.4 | 100.0 |  |      |     |                  |     |     | 66.7  |     | 10.0  | 16.7 |      | 6.7   | 100.0 |   |       |       |
| C7           | # 122                          | 6   | 4    | 149  | 5   | 6   | 292   | 3.2  | 29.7 | 4.2 | 1.1              | NO  | 2.5 | 6   |     | 3     | 7    |      | 2     | 18    | 65.6%   | YES   | 40.5% |
|              | % 41.8                         | 2.1 | 1.4  | 51.0 | 1.7 | 2.1 | 100.0 |  |      |     |                  |     |     | 33.3  |     | 16.7  | 38.9 |      | 11.1  | 100.0 |   |       |       |
| C8           | # 65                           |     | 3    | 33   | 2   | 2   | 105   | 3.4  | 32.0 | 4.0 | 3.4              | 0.6 | 2.1 | 6   |     |       | 1    |      | 7     |       | 0.0%  | 98.1% | 47.5% |
|              | % 61.9                         |     | 2.9  | 31.4 | 1.9 | 1.9 | 100.0 |  |      |     |                  |     |     | 85.7  |     |       | 14.3 |      | 100.0 |       |   |       |       |
| C9           | # 135                          | 26  | 3    | 73   | 26  | 3   | 266   | 5.0  | 29.7 | 9.0 | NO               | 2.3 | NO  | 14  | 2   | 3     | 3    | 3    | 25    |       | YES   | 92.3% | YES   |
|              | % 50.8                         | 9.8 | 1.1  | 27.4 | 9.8 | 1.1 | 100.0 |  |      |     |                  |     |     | 56.0  | 8.0 | 12.0  | 12.0 | 12.0 | 100.0 |       |   |       |       |
| E1           | # 86                           | 8   |      | 79   | 7   | 2   | 182   | 4.2  | 37.2 | 7.7 | NO               | NO  | 3.9 | 2   |     |       | 2    | 1    | 5     |       | YES   | YES   | 49.4% |
|              | % 47.3                         | 4.4 |      | 43.4 | 3.8 | 1.1 | 100.0 |  |      |     |                  |     |     | 40.0  |     |       | 40.0 | 20.0 | 100.0 |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 80.9 percent

Level of Goal Attainment for 2009: 84.9 percent

Level of Goal Attainment for 2010: 86.0 percent

## Clemson University (Page 2 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

| 1            | 2                              |      |     |     |      |      |       | 3  |     |      | 4                |     |     | 5   |       |     |    |      |      |       | 6   |       |       |       |
|--------------|--------------------------------|------|-----|-----|------|------|-------|--|-----|------|------------------|-----|-----|---|-------|-----|----|------|------|-------|---|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |     |    |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |       |
|              | WM                             | BM   | OM  | WF  | BF   | OF   | TOTAL | BM   | WF  | BF   | BM               | WF  | BF  | WM  | BM    | OM  | WF | BF   | OF   | TOTAL | BM  | WF    | BF    |       |
| E21          | #                              | 86   | 10  | 4   | 251  | 34   | 8     | 393  | 2.4 | 60.5 | 8.6              | NO  | NO  | NO  | 3     |     |    | 11   | 1    | 2     | 17  | YES   | YES   | YES   |
|              | %                              | 21.9 | 2.5 | 1.0 | 63.9 | 8.7  | 2.0   | 100.0  |     |      |                  |     |     |   | 17.6  |     |    | 64.7 | 5.9  | 11.8  | 100.0   |       |       |       |
| E22          | #                              | 18   | 2   |     | 56   | 7    |       | 83   | 2.1 | 62.2 | 4.4              | NO  | NO  | NO  | 2     |     |    | 4    | 1    |       | 7   | YES   | YES   | YES   |
|              | %                              | 21.7 | 2.4 |     | 67.5 | 8.4  |       | 100.0  |     |      |                  |     |     |   | 28.6  |     |    | 57.1 | 14.3 |       | 100.0   |       |       |       |
| E23          | #                              | 31   | 4   |     | 92   | 12   | 4     | 143  | 3.0 | 62.1 | 10.6             | 0.2 | NO  | 2.2   | 3     | 1   |    | 11   |      | 2     | 17  | 93.3% | YES   | 79.2% |
|              | %                              | 21.7 | 2.8 |     | 64.3 | 8.4  | 2.8   | 100.0  |     |      |                  |     |     |   | 17.6  | 5.9 |    | 64.7 |      | 11.8  | 100.0   |       |       |       |
| E24          | #                              | 34   |     | 1   | 17   |      |       | 52   | 6.1 | 40.6 | 8.6              | 6.1 | 7.9 | 8.6   | 4     |     |    | 1    |      |       | 5   | 0.0%  | 80.5% | 0.0%  |
|              | %                              | 65.4 |     | 1.9 | 32.7 |      |       | 100.0  |     |      |                  |     |     |   | 80.0  |     |    | 20.0 |      |       | 100.0   |       |       |       |
| E25          | #                              | 69   | 2   | 1   | 49   | 5    |       | 126  | 2.8 | 28.4 | 3.5              | 1.2 | NO  | NO  | 1     |     |    | 5    |      |       | 6   | 57.1% | YES   | YES   |
|              | %                              | 54.8 | 1.6 | 0.8 | 38.9 | 4.0  |       | 100.0  |     |      |                  |     |     |   | 16.7  |     |    | 83.3 |      |       | 100.0   |       |       |       |
| E31          | #                              | 73   | 8   | 1   | 62   | 11   | 2     | 157  | 4.3 | 33.5 | 6.0              | NO  | NO  | NO  | 2     |     |    |      |      |       | 2   | YES   | YES   | YES   |
|              | %                              | 46.5 | 5.1 | 0.6 | 39.5 | 7.0  | 1.3   | 100.0  |     |      |                  |     |     |   | 100.0 |     |    |      |      | 100.0 |   |       |       |       |
| E32          | #                              | 66   | 6   | 1   | 29   | 4    | 1     | 107  | 6.4 | 33.2 | 7.4              | 0.8 | 6.1 | 3.7   | 4     |     |    | 3    |      |       | 7   | 87.5% | 81.6% | 50.0% |
|              | %                              | 61.7 | 5.6 | 0.9 | 27.1 | 3.7  | 0.9   | 100.0  |     |      |                  |     |     |   | 66.7  |     |    | 33.3 |      |       | 100.0   |       |       |       |
| E4           | #                              | 34   | 3   |     | 5    | 1    |       | 43   | 5.4 | 10.3 | 1.6              | NO  | NO  | NO  | 9     | 1   |    | 2    |      |       | 12  | YES   | YES   | YES   |
|              | %                              | 79.1 | 7.0 |     | 11.6 | 2.3  |       | 100.0  |     |      |                  |     |     |   | 75.0  | 8.3 |    | 16.7 |      |       | 100.0   |       |       |       |
| E51          | #                              | 5    | 2   | 1   | 202  | 26   | 2     | 238  | 1.0 | 82.5 | 8.0              | 0.2 | NO  | NO  | 1     |     |    | 17   | 3    |       | 21  | 80.0% | YES   | YES   |
|              | %                              | 2.1  | 0.8 | 0.4 | 84.9 | 10.9 | 0.8   | 100.0  |     |      |                  |     |     |   | 4.8   |     |    | 81.0 | 14.3 |       | 100.0   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 80.9 percent

Level of Goal Attainment for 2009: 84.9 percent

Level of Goal Attainment for 2010: 86.0 percent

## Clemson University (Page 3 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

| 1            | 2                              |      |      |     |      |      |     | 3  |      |      | 4                |     |      | 5   |       |      |     |      |      |     |       | 6   |                    |                   |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|-------|------|-----|------|------|-----|-------|---|--------------------|-------------------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |      |     |      |      |     |       | % OF Goals Met Based on Adjusted Availability |                    |                   |
|              | #                              | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM  | WF   | BF  | WM    | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF                 | BF                |
| E52          | #                              | 11   | 8    |     | 25   | 16   | 1   | 61   | 16.2 | 55.5 | 8.5              | 3.1 | 14.5 | NO  | 1     | 1    |     | 3    |      |     | 5     | 80.9%   | 73.9%              | YES               |
|              | %                              | 18.0 | 13.1 |     | 41.0 | 26.2 | 1.6 | 100.0  |      |      |                  |     |      |   | 20.0  | 20.0 |     | 60.0 |      |     | 100.0 |   |                    |                   |
| E6           | #                              | 9    | 4    |     | 75   | 15   | 1   | 104  | 0.8  | 72.3 | 6.9              | NO  | 0.2  | NO  | 2     | 1    |     | 7    | 1    |     | 11    | YES   | 99.7% <sup>*</sup> | YES               |
|              | %                              | 8.7  | 3.8  |     | 72.1 | 14.4 | 1.0 | 100.0  |      |      |                  |     |      |   | 18.2  | 9.1  |     | 63.6 | 9.1  |     | 100.0 |   |                    |                   |
| E7           | #                              | 144  | 12   | 4   | 3    |      |     | 163  | 9.2  | 6.6  | 0.3              | 1.8 | 4.8  | 0.3   | 16    |      |     |      |      |     | 16    | 80.4%   | 27.3%              | 0.0% <sup>*</sup> |
|              | %                              | 88.3 | 7.4  | 2.5 | 1.8  |      |     | 100.0  |      |      |                  |     |      |   | 100.0 |      |     |      |      |     | 100.0 |   |                    |                   |
| E8           | #                              | 74   | 27   |     | 43   | 51   | 1   | 196  | 6.5  | 9.9  | 7.0              | NO  | NO   | NO  | 6     | 1    | 1   | 1    | 2    | 1   | 12    | YES   | YES                | YES               |
|              | %                              | 37.8 | 13.8 |     | 21.9 | 26.0 | 0.5 | 100.0  |      |      |                  |     |      |   | 50.0  | 8.3  | 8.3 | 8.3  | 16.7 | 8.3 | 100.0 |   |                    |                   |
|              | #                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | %                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | #                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | %                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | #                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | %                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | #                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | %                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | #                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |
|              | %                              |      |      |     |      |      |     |  |      |      |                  |     |      |   |       |      |     |      |      |     |       |   |                    |                   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    80.9 percent

Level of Goal Attainment for 2009:    84.9 percent

Level of Goal Attainment for 2010:    86.0 percent

## Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

| 1            | 2                              |      |      |      |      |      |       | 3  |      |     | 4                |      |     | 5   |      |     |      |     |     |       | 6   |       |       |
|--------------|--------------------------------|------|------|------|------|------|-------|--|------|-----|------------------|------|-----|---|------|-----|------|-----|-----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |     |      |     |     |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF  | BM               | WF   | BF  | WM  | BM   | OM  | WF   | BF  | OF  | TOTAL | BM  | WF    | BF    |
| C1           | #                              | 4    |      |      | 1    |      | 5     |  |      |     |                  | *    | *   |   |      |     |      |     |     | 12    | *   | *     | *     |
|              | %                              | 80.0 |      |      | 20.0 |      | 100.0 | 3.9  | 33.0 | 6.4 | 3.9              | 13.0 | 6.4 | 100.0   |      |     |      |     |     | 100.0 | 0.0%  | 60.6% | 0.0%  |
| C2           | #                              | 3    |      |      | 3    | 1    | 7     |  |      |     | *                |      |     | 1   |      |     | 1    |     |     | 2     | *   |       |       |
|              | %                              | 42.9 |      |      | 42.9 | 14.3 | 100.0 | 3.9  | 29.4 | 7.3 | 3.9              | NO   | NO  | 50.0  |      |     | 50.0 |     |     | 100.0 | 0.0%  | YES   | YES   |
| C3           | #                              | 41   |      | 1    | 15   |      | 57    |  |      |     |                  |      |     | 5   |      |     | 2    |     |     | 7     |   |       |       |
|              | %                              | 71.9 |      | 1.8  | 26.3 |      | 100.0 | 3.0  | 32.2 | 4.2 | 3.0              | 5.9  | 4.2 | 71.4  |      |     | 28.6 |     |     | 100.0 | 0.0%  | 81.7% | 0.0%  |
| C4           | #                              | 50   | 3    | 2    | 29   | 1    | 87    |  |      |     |                  | *    |     | 10  | 1    |     | 9    |     |     | 20    |   | *     |       |
|              | %                              | 57.5 | 3.4  | 2.3  | 33.3 | 1.1  | 100.0 | 3.1  | 34.4 | 5.0 | NO               | 1.1  | 3.9 | 50.0  | 5.0  |     | 45.0 |     |     | 100.0 | YES   | 96.8% | 22.0% |
| C5           | #                              | 53   | 3    | 8    | 41   | 4    | 114   |  |      |     |                  |      |     | 15  | 1    | 1   | 12   | 1   | 1   | 31    |   |       |       |
|              | %                              | 46.5 | 2.6  | 7.0  | 36.0 | 3.5  | 100.0 | 2.4  | 28.6 | 2.9 | NO               | NO   | NO  | 16.9  | 3.1  | 3.1 | 37.5 | 3.1 | 6.3 | 100.0 | YES   | YES   | YES   |
| C6           | #                              | 7    |      | 2    | 7    |      | 17    |  |      |     | *                |      | *   |   |      |     |      |     |     |       | *   |       | *     |
|              | %                              | 41.2 |      | 11.8 | 41.2 |      | 100.0 | 3.6  | 31.5 | 4.8 | 3.6              | NO   | 4.8 |   |      |     |      |     |     |       | 0.0%  | YES   | 0.0%  |
| C7 and C8    | #                              | 48   | 2    | 2    | 51   | 1    | 107   |  |      |     |                  |      |     | 14  | 1    | 2   | 18   | 1   | 2   | 38    |   |       |       |
|              | %                              | 44.9 | 1.9  | 1.9  | 47.7 | 0.9  | 100.0 | 2.9  | 33.0 | 4.3 | 1.0              | NO   | 3.4 | 36.8  | 2.6  | 5.3 | 47.4 | 2.6 | 5.3 | 100.0 | 65.5%   | YES   | 20.9% |
| C9           | #                              | 37   | 8    |      | 11   | 2    | 58    |  |      |     |                  | *    |     | 12  | 2    |     | 3    |     |     | 17    |   | *     |       |
|              | %                              | 63.8 | 13.8 |      | 19.0 | 3.4  | 100.0 | 9.0  | 19.6 | 1.7 | NO               | 0.6  | NO  | 70.6  | 11.8 |     | 17.6 |     |     | 100.0 | YES   | 96.9% | YES   |
| E2           | #                              | 62   | 4    | 1    | 125  | 12   | 204   |  |      |     |                  |      |     | 10  | 1    |     | 28   | 4   |     | 43    |   |       |       |
|              | %                              | 30.4 | 2.0  | 0.5  | 61.3 | 5.9  | 100.0 | 5.2  | 43.1 | 7.6 | 3.2              | NO   | 1.7 | 23.3  | 2.3  |     | 65.1 | 9.3 |     | 100.0 | 38.5%   | YES   | 77.6% |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 73.2 percent

Level of Goal Attainment for 2009: 75.5 percent

Level of Goal Attainment for 2010: 81.4.percent

## Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

| 1            |   | 2                              |      |     |      |      |     |       | 3  |      |     | 4                |     |     | 5   |      |    |      |      |    |       | 6   |       |       |
|--------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|-----|------------------|-----|-----|---|------|----|------|------|----|-------|---|-------|-------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF  | BM               | WF  | BF  | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF    |
| E3           | # | 42                             | 3    | 1   | 16   | 1    | 1   | 64    | 3.1  | 22.8 | 6.0 | NO               | NO  | 4.4 | 10  | 1    |    | 1    |      |    | 12    | YES   | YES   | 26.7% |
|              | % | 65.6                           | 4.7  | 1.6 | 25.0 | 1.6  | 1.6 | 100.0 |  |      |     |                  |     |     | 83.3  | 8.3  |    | 8.3  |      |    | 100.0 |   |       |       |
| E4           | # | 21                             | 2    |     | 1    | 3    |     | 27    | 6.1  | 8.1  | 3.2 | NO               | 4.4 | NO  | 5   | 1    |    | 1    |      |    | 7     | YES   | 45.7% | YES   |
|              | % | 77.8                           | 7.4  |     | 3.7  | 11.1 |     | 100.0 |  |      |     |                  |     |     | 71.4  | 14.3 |    | 14.3 |      |    | 100.0 |   |       |       |
| E5           | # | 1                              |      |     | 44   | 4    |     | 49    | 0.5  | 78.3 | 4.2 |                  | *   |     |   |      |    | 6    | 2    |    | 8     | 0.0%  | YES   | YES   |
|              | % | 2.0                            |      |     | 89.8 | 8.2  |     | 100.0 |  |      |     | 0.5              | NO  | NO  |   |      |    | 75.0 | 25.0 |    | 100.0 |   |       |       |
| E6           | # | 4                              |      |     | 45   | 6    |     | 55    | 0.5  | 79.0 | 6.7 |                  | *   |     | 1   |      |    | 9    |      |    | 10    | 0.0%  | YES   | YES   |
|              | % | 7.3                            |      |     | 81.8 | 10.9 |     | 100.0 |  |      |     | 0.5              | NO  | NO  | 100.0   |      |    | 90.0 |      |    | 100.0 |   |       |       |
| E7           | # | 34                             | 4    | 1   |      |      |     | 39    | 7.7  | 4.9  | 1.6 |                  |     | *   | 1   |      |    |      |      |    | 1     | YES   | 0.0%  | 0.0%  |
|              | % | 87.2                           | 10.3 | 2.6 |      |      |     | 100.0 |  |      |     | NO               | 4.9 | 1.6 | 100.0   |      |    |      |      |    | 100.0 |   |       |       |
| E8           | # | 45                             | 18   | 1   | 12   | 11   | 1   | 88    | 19.9   | 13.8 | 6.4 | NO               | 0.2 | NO  | 3   | 2    |    | 1    |      |    | 6     | YES   | 98.6% | YES   |
|              | % | 51.1                           | 20.9 | 1.1 | 13.6 | 12.5 | 1.1 | 100.0 |  |      |     |                  |     |     | 50.0  | 33.3 |    | 16.7 |      |    | 100.0 |   |       |       |
|              |   |                                |      |     |      |      |     |       |  |      |     |                  |     |     |   |      |    |      |      |    |       |   |       |       |
|              |   |                                |      |     |      |      |     |       |  |      |     |                  |     |     |   |      |    |      |      |    |       |   |       |       |
|              |   |                                |      |     |      |      |     |       |  |      |     |                  |     |     |   |      |    |      |      |    |       |   |       |       |
|              |   |                                |      |     |      |      |     |       |  |      |     |                  |     |     |   |      |    |      |      |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    73.2 percent

Level of Goal Attainment for 2009:    75.5 percent

Level of Goal Attainment for 2010:    81.4 percent

## College of Charleston (Page 1 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

| 1            | 2                              |      |     |     |      |      |       | 3  |     |      | 4                |     |      | 5   |       |     |      |      |      |       | 6   |       |       |       |
|--------------|--------------------------------|------|-----|-----|------|------|-------|--|-----|------|------------------|-----|------|---|-------|-----|------|------|------|-------|---|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |     |      |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |       |
|              | WM                             | BM   | OM  | WF  | BF   | OF   | TOTAL | BM   | WF  | BF   | BM               | WF  | BF   | WM  | BM    | OM  | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |       |
| C1 and E1    | #                              | 38   | 5   |     | 46   | 9    |       | 98   | 5.1 | 37.4 | 11.0             | 0.0 | NO   | 1.8   | 5     | 1   |      | 9    | 1    |       | 16  | YES   | YES   | 83.6% |
|              | %                              | 38.8 | 5.1 |     | 46.9 | 9.2  |       | 100.0  |     |      |                  |     |      |   | 31.3  | 6.3 |      | 56.3 | 6.3  |       | 100.0   |       |       |       |
| C2           | #                              | 5    | 1   | 1   | 9    |      |       | 16   | 6.2 | 41.2 | 10.2             | NO  | NO   | 10.2  | 1     |     |      |      |      |       | 1   | YES   | YES   | 0.0%  |
|              | %                              | 31.3 | 6.3 | 6.3 | 56.3 |      |       | 100.0  |     |      |                  |     |      |   | 100.0 |     |      |      |      | 100.0 |   |       |       |       |
| C3           | #                              | 86   | 3   | 4   | 33   | 1    |       | 127  | 3.4 | 32.4 | 2.1              | 1.0 | 6.4  | 1.3   | 6     |     |      | 2    |      |       | 8   | 70.6% | 80.2% | 38.1% |
|              | %                              | 67.7 | 2.4 | 3.1 | 26.0 | 0.8  |       | 100.0  |     |      |                  |     |      |   | 75.0  |     |      | 25.0 |      |       | 100.0   |       |       |       |
| C4           | #                              | 71   | 4   | 7   | 54   | 7    | 8     | 151  | 3.9 | 38.0 | 3.2              | 1.3 | 2.2  | NO  | 6     |     | 1    | 3    |      | 1     | 11  | 66.7% | 94.2% | YES   |
|              | %                              | 47.0 | 2.6 | 4.6 | 35.8 | 4.6  | 5.3   | 100.0  |     |      |                  |     |      |   | 54.5  |     | 9.1  | 27.3 |      | 9.1   | 100.0   |       |       |       |
| C5           | #                              | 85   | 3   | 13  | 62   | 6    | 6     | 175  | 6.0 | 45.7 | 12.9             | 4.3 | 10.3 | 9.5   | 19    | 1   | 5    | 14   |      | 1     | 40  | 28.3% | 77.5% | 26.4% |
|              | %                              | 48.6 | 1.7 | 7.4 | 35.4 | 3.4  | 3.4   | 100.0  |     |      |                  |     |      |   | 47.5  | 2.5 | 12.5 | 35.0 |      | 2.5   | 100.0   |       |       |       |
| C6           | #                              | 18   |     | 1   | 37   | 1    | 1     | 58   | 5.6 | 46.2 | 12.3             | 5.6 | NO   | 10.6  | 3     |     |      | 3    |      |       | 6   | 0.0%  | YES   | 13.8% |
|              | %                              | 31.0 |     | 1.7 | 63.8 | 1.7  | 1.7   | 100.0  |     |      |                  |     |      |   | 50.0  |     |      | 50.0 |      |       | 100.0   |       |       |       |
| C8 and C9    | #                              | 34   | 4   | 2   | 22   | 1    | 2     | 65   | 5.9 | 35.3 | 5.9              | NO  | 1.5  | 4.4   | 1     |     | 1    | 4    |      |       | 6   | YES   | 95.8% | 25.4% |
|              | %                              | 52.3 | 6.2 | 3.1 | 33.8 | 1.5  | 3.1   | 100.0  |     |      |                  |     |      |   | 16.7  |     | 16.7 | 66.7 |      |       | 100.0   |       |       |       |
| E2           | #                              | 70   | 11  | 4   | 150  | 32   | 4     | 271  | 3.0 | 41.1 | 12.2             | NO  | NO   | 0.4   | 12    | 1   | 1    | 16   | 18   |       | 48  | YES   | YES   | 96.7% |
|              | %                              | 25.8 | 4.1 | 1.5 | 55.4 | 11.8 | 1.5   | 100.0  |     |      |                  |     |      |   | 25.0  | 2.1 | 2.1  | 33.3 | 37.5 |       | 100.0   |       |       |       |
| E3           | #                              | 37   | 7   | 2   | 21   | 10   | 1     | 78   | 5.9 | 31.8 | 8.1              | NO  | 4.9  | NO  | 8     |     | 1    | 7    | 2    |       | 18  | YES   | 84.6% | YES   |
|              | %                              | 47.4 | 9.0 | 2.6 | 26.9 | 12.8 | 1.3   | 100.0  |     |      |                  |     |      |   | 44.4  |     | 5.6  | 38.9 | 11.1 |       | 100.0   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 73.7 percent

Level of Goal Attainment for 2009: 72.1 percent

Level of Goal Attainment for 2010: 76.0 percent



## College of Charleston (Page 2 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

| 1            |   | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |      |     | 5   |      |      |      |      |    |       |      | 6   |       |  |
|--------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|-----|---|------|------|------|------|----|-------|------|---|-------|--|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |    |       |      | % OF Goals Met Based on Adjusted Availability |       |  |
|              |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF   | BF   | OF | TOTAL | BM   | WF  | BF    |  |
| E4           | # | 22                             | 14   | 2   | 2    | 11   |     | 51    | 18.2   | 9.0  | 9.7  | NO               | 5.1  | NO  | 5   | 3    | 1    | 2    | 3    |    | 14    | YES  | 43.3%   | YES   |  |
|              | % | 43.1                           | 27.5 | 3.9 | 3.9  | 21.6 |     | 100.0 |  |      |      |                  |      |     | 35.7  | 21.4 | 7.1  | 14.3 | 21.4 |    | 100.0 |      |   |       |  |
| E5           | # | 4                              |      |     | 46   | 19   | 2   | 71    | 3.8  | 50.8 | 18.3 | 3.8              | NO   | NO  | 1   |      |      | 6    | 1    |    | 8     | 0.0% | YES   | YES   |  |
|              | % | 5.6                            |      |     | 64.8 | 26.8 | 2.8 | 100.0 |  |      |      |                  |      |     | 12.5  |      |      | 75.0 | 12.5 |    | 100.0 |      |   |       |  |
| E6           | # | 4                              | 3    |     | 18   | 20   | 1   | 46    | 2.9  | 64.2 | 13.0 | NO               | 25.1 | NO  | 2   |      |      | 2    | 1    |    | 5     | YES  | 60.9%   | YES   |  |
|              | % | 8.7                            | 6.5  |     | 39.1 | 43.5 | 2.2 | 100.0 |  |      |      |                  |      |     | 40.0  |      |      | 40.0 | 20.0 |    | 100.0 |      |   |       |  |
| E7           | # | 15                             | 51   | 2   |      | 2    | 1   | 71    | 19.1   | 10.4 | 10.4 | NO               | 10.4 | 7.6 | 2   | 2    | 2    |      |      |    | 6     | YES  | 0.0%  | 26.9% |  |
|              | % | 21.1                           | 71.8 | 2.8 |      | 2.8  | 1.4 | 100.0 |  |      |      |                  |      |     | 33.3  | 33.3 | 33.3 |      |      |    | 100.0 |      |   |       |  |
| E8           | # | 8                              | 14   |     | 2    | 31   | 1   | 56    | 23.5   | 13.0 | 12.8 | NO               | 9.4  | NO  | 1   |      |      |      | 1    |    | 2     | YES  | 27.7%   | YES   |  |
|              | % | 14.3                           | 25.0 |     | 3.6  | 55.4 | 1.8 | 100.0 |  |      |      |                  |      |     | 50.0  |      |      |      | 50.0 |    | 100.0 |      |   |       |  |
|              |   |                                |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |    |       |      |   |       |  |
|              |   |                                |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |    |       |      |   |       |  |
|              |   |                                |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |    |       |      |   |       |  |
|              |   |                                |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |    |       |      |   |       |  |
|              |   |                                |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |    |       |      |   |       |  |
|              |   |                                |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |    |       |      |   |       |  |
|              |   |                                |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |    |       |      |   |       |  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    73.7 percent

Level of Goal Attainment for 2009:    72.1 percent

Level of Goal Attainment for 2010:    76.0 percent

## Department of Commerce

Agency Director: Joe E. Taylor, Jr.

EEO Officer: Inez Benjamin

| 1            |   | 2                              |       |    |      |      |    |       | 3  |      |      | 4                |      |      | 5   |    |    |      |      |    |       | 6   |       |      |
|--------------|---|--------------------------------|-------|----|------|------|----|-------|--|------|------|------------------|------|------|---|----|----|------|------|----|-------|---|-------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |       |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              |   | WM                             | BM    | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF   |
|              |   | #                              | %     | #  | %    | #    | %  | #     | #  | %    | #    | #                | %    | #    | #   | %  | #  | %    | #    | %  | #     | %   | %     | %    |
| E1           | # | 8                              |       |    | 2    | 1    |    | 11    | 3.1  | 24.6 | 3.2  | 3.1              | 6.4  | NO   | 1   |    |    |      |      |    | 1     | 0.0%  | 74.0% | YES  |
|              | % | 72.7                           |       |    | 18.2 | 9.1  |    | 100.0 |  |      |      |                  |      |      | 100.0   |    |    |      |      |    | 100.0 |   |       |      |
| E2           | # | 16                             | 1     |    | 24   | 8    |    | 49    | 3.7  | 37.0 | 6.2  | 1.7              | NO   | NO   | 1   |    |    | 3    | 1    |    | 5     | 54.1%   | YES   | YES  |
|              | % | 32.7                           | 2.0   |    | 49.0 | 16.3 |    | 100.0 |  |      |      |                  |      |      | 20.0  |    |    | 60.0 | 20.0 |    | 100.0 |   |       |      |
| E3           | # | 2                              |       |    |      | 1    |    | 3     | 5.9  | 24.9 | 4.6  | 5.9              | 24.9 | NO   | 1   |    |    | 1    | 1    |    | 3     | 0.0%  | 0.0%  | YES  |
|              | % | 66.7                           |       |    |      | 33.3 |    | 100.0 |  |      |      |                  |      |      | 33.3  |    |    | 33.3 | 33.3 |    | 100.0 |   |       |      |
| E5           | # |                                | 1     |    |      |      |    | 1     | 5.0  | 46.0 | 16.8 | NO               | 46.0 | 16.8 |   |    |    |      |      |    |       | YES   | 0.0%  | 0.0% |
|              | % |                                | 100.0 |    |      |      |    | 100.0 |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | # |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | % |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | # |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | % |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | # |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | % |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | # |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |
|              | % |                                |       |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |      |      |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    95.3 percent  
Level of Goal Attainment for 2009:    100.0 percent  
Level of Goal Attainment for 2010:    89.7 percent

## Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Clarissa Adams

| 1            |   | 2                              |      |    |      |      |     |       | 3  |      |      | 4                |      |      | 5   |    |    |    |      |    |       | 6   |       |      |
|--------------|---|--------------------------------|------|----|------|------|-----|-------|--|------|------|------------------|------|------|---|----|----|----|------|----|-------|---|-------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |      |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              |   | WM                             | BM   | OM | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF | BF   | OF | TOTAL | BM  | WF    | BF   |
|              |   | #                              | %    |    |      |      |     |       |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
| E1           | # | 5                              |      |    | 4    | 2    | 1   | 12    | 3.1  | 32.8 | 6.8  | 3.1              | NO   | NO   | 1   |    |    |    | 1    |    | 2     | 0.0%  | YES   | YES  |
|              | % | 41.7                           |      |    | 33.3 | 16.7 | 8.3 | 100.0 |  |      |      |                  |      |      | 50.0  |    |    |    | 50.0 |    | 100.0 |   |       |      |
| E2           | # | 4                              |      |    | 5    | 4    |     | 13    | 4.7  | 35.8 | 8.9  | 4.7              | NO   | NO   | 1   |    |    |    |      |    | 1     | 0.0%  | YES   | YES  |
|              | % | 30.8                           |      |    | 38.5 | 30.8 |     | 100.0 |  |      |      |                  |      |      | 100.0   |    |    |    |      |    | 100.0 |   |       |      |
| E3           | # | 4                              | 1    |    | 1    | 1    |     | 7     | 7.9  | 23.6 | 6.4  | NO               | 9.3  | NO   |   |    |    |    |      |    |       | YES   | 60.6% | YES  |
|              | % | 57.1                           | 14.3 |    | 14.3 | 14.3 |     | 100.0 |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
| E5           | # | 5                              | 1    |    | 4    | 4    |     | 14    | 4.8  | 43.0 | 16.2 | NO               | 14.4 | NO   | 1   |    |    |    |      |    | 1     | YES   | 66.5% | YES  |
|              | % | 35.7                           | 7.1  |    | 28.6 | 28.6 |     | 100.0 |  |      |      |                  |      |      | 100.0   |    |    |    |      |    | 100.0 |   |       |      |
| E6           | # | 1                              | 1    |    | 1    |      |     | 3     | 2.7  | 63.7 | 17.0 | NO               | 30.4 | 17.0 |   |    |    |    |      |    |       | YES   | 52.3% | 0.0% |
|              | % | 33.3                           | 33.3 |    | 33.3 |      |     | 100.0 |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
|              | # |                                |      |    |      |      |     |       |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
|              | % |                                |      |    |      |      |     |       |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
|              | # |                                |      |    |      |      |     |       |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
|              | % |                                |      |    |      |      |     |       |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
|              | # |                                |      |    |      |      |     |       |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |
|              | % |                                |      |    |      |      |     |       |  |      |      |                  |      |      |   |    |    |    |      |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    95.1 percent

Level of Goal Attainment for 2009:    91.6 percent

Level of Goal Attainment for 2010:    89.9 percent

## Consumer Affairs

Agency Director: Brandolyn Thomas Pinkston

EEO Officer: Sharon Jones

| 1              |   | 2                              |      |    |      |      |    |       | 3  |      |      | 4                |      |     | 5   |    |    |       |    |    |       | 6   |       |      |
|----------------|---|--------------------------------|------|----|------|------|----|-------|--|------|------|------------------|------|-----|---|----|----|-------|----|----|-------|---|-------|------|
| EEO CATEGORY   |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|                |   | WM                             | BM   | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF    | BF   |
| E1             | # | 2                              | 1    |    | 1    |      |    | 4     | 4.0  | 21.4 | 3.7  | NO               | NO   | 3.7 |   |    |    |       |    |    |       | YES   | YES   | 0.0% |
|                | % | 50.0                           | 25.0 |    | 25.0 |      |    | 100.0 |  |      |      |                  |      |     |   |    |    | 1     |    |    | 1     |   |       |      |
| E2             | # | 5                              | 2    |    | 11   | 6    |    | 24    | 4.9  | 31.1 | 6.3  | NO               | NO   | NO  |   |    |    | 100.0 |    |    | 100.0 | YES   | YES   | YES  |
|                | % | 20.8                           | 8.3  |    | 45.8 | 25.0 |    | 100.0 |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
| E3, E5, and E6 | # | 1                              |      |    | 2    | 5    |    | 8     | 2.6  | 54.9 | 15.4 | 2.6              | 29.9 | NO  |   |    |    |       |    |    |       | 0.0%  | 45.5% | YES  |
|                | % | 12.5                           |      |    | 25.0 | 62.5 |    | 100.0 |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |
|                | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |       |    |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 97.0 percent

Level of Goal Attainment for 2009: 92.2 percent

Level of Goal Attainment for 2010: 92.2 percent

## Corrections, Department of (Page 1 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |      |      | 5   |      |      |      |      |      |       | 6   |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|------|---|------|------|------|------|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |
| E1A          | #                              | 58   | 19   | 2   | 6    | 16   | 101   |  |      |      |                  |      |      | 7   | 4    |      | 1    | 7    |      | 19    |   |       |       |
|              | %                              | 57.4 | 18.8 | 2.0 | 5.9  | 15.0 | 100.0 | 5.2  | 22.6 | 5.2  | NO               | 16.7 | NO   | 36.8  | 21.1 |      | 5.3  | 36.8 |      | 100.0 | YES   | 26.1% | YES   |
| E1B          | #                              | 56   | 27   | 1   | 22   | 14   | 120   |  |      |      |                  |      |      | 4   | 3    |      | 1    | 3    |      | 11    |   |       |       |
|              | %                              | 46.7 | 22.5 | 0.8 | 18.3 | 11.7 | 100.0 | 4.6  | 25.7 | 5.2  | NO               | 7.4  | NO   | 36.4  | 27.3 |      | 9.1  | 27.3 |      | 100.0 | YES   | 71.2% | YES   |
| E2A          | #                              | 58   | 26   | 7   | 52   | 27   | 176   |  |      |      |                  |      |      | 14  | 6    | 2    | 12   | 7    |      | 41    |   |       |       |
|              | %                              | 33.0 | 14.8 | 4.0 | 29.5 | 15.3 | 100.0 | 6.0  | 36.8 | 9.9  | NO               | 7.3  | NO   | 34.1  | 14.6 | 4.9  | 29.3 | 17.1 |      | 100.0 | YES   | 80.2% | YES   |
| E2B          | #                              | 115  | 66   | 3   | 138  | 161  | 2     | 485  |      |      |                  |      |      | 16  | 6    |      | 27   | 20   | 2    | 71    |   |       |       |
|              | %                              | 23.7 | 13.6 | 0.6 | 28.5 | 33.2 | 0.4   | 100.0  | 6.6  | 37.7 | 16.1             | NO   | 9.2  | NO  | 22.5 | 8.5  |      | 38.0 | 28.2 | 2.8   | 100.0   | YES   | 75.6% |
| E2C          | #                              | 45   | 36   | 3   | 44   | 96   | 3     | 227  |      |      |                  |      |      | 6   | 2    |      | 6    | 12   | 2    | 28    |   |       |       |
|              | %                              | 19.8 | 15.9 | 1.3 | 19.4 | 42.3 | 1.3   | 100.0  | 4.4  | 48.1 | 19.5             | NO   | 28.7 | NO  | 21.4 | 7.1  |      | 21.4 | 42.9 | 7.1   | 100.0   | YES   | 40.3% |
| E3A          | #                              | 17   | 4    |     | 17   | 11   | 3     | 52   |      |      |                  |      |      | 7   |      |      | 6    | 1    | 1    | 15    |   |       |       |
|              | %                              | 32.7 | 7.7  |     | 32.7 | 21.2 | 5.8   | 100.0  | 4.8  | 35.9 | 11.1             | NO   | 3.2  | NO  | 46.7 |      |      | 40.0 | 6.7  | 6.7   | 100.0   | YES   | 91.1% |
| E3B          | #                              | 8    | 5    |     | 55   | 60   | 4     | 132  |      |      |                  |      |      | 2   | 2    |      | 10   | 8    |      | 22    |   |       |       |
|              | %                              | 6.1  | 3.8  |     | 41.7 | 45.5 | 3.0   | 100.0  | 3.6  | 45.3 | 27.0             | NO   | 3.6  | NO  | 9.1  | 9.1  |      | 45.5 | 36.4 |       | 100.0   | YES   | 92.1% |
| E4A          | #                              | 109  | 232  | 4   | 25   | 131  |       | 501  |      |      |                  |      |      | 11  | 17   |      | 3    | 15   |      | 46    |   |       |       |
|              | %                              | 21.8 | 46.3 | 0.8 | 5.0  | 26.1 |       | 100.0  | 26.4 | 9.5  | 20.9             | NO   | 4.5  | NO  | 23.9 | 37.0 |      | 6.5  | 32.6 |       | 100.0   | YES   | 52.6% |
| E4B          | #                              | 224  | 397  | 20  | 83   | 381  | 3     | 1108   |      |      |                  |      |      | 48  | 54   | 3    | 7    | 48   | 2    | 162   |   |       |       |
|              | %                              | 20.2 | 35.8 | 1.8 | 7.5  | 34.4 | 0.3   | 100.0  | 25.9 | 9.4  | 25.9             | NO   | 1.9  | NO  | 29.6 | 33.3 | 1.9  | 4.3  | 29.6 | 1.2   | 100.0   | YES   | 79.8% |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    86.8 percent

Level of Goal Attainment for 2009:    88.1 percent

Level of Goal Attainment for 2010:    89.1 percent

## Corrections, Department of (Page 2 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

| 1            | 2                              |      |      |     |      |      |     | 3  |      |      | 4                |     |      | 5   |      |      |     |      |      |     |       | 6   |       |     |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|-----|------|------|-----|-------|---|-------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |      |      |     |       | % OF Goals Met Based on Adjusted Availability |       |     |
|              | #                              | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM  | WF   | BF  | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF    | BF  |
| E4C          | #                              | 654  | 669  | 45  | 147  | 711  | 18  | 2244   |      |      |                  |     |      |   | 279  | 223  | 24  | 42   | 135  | 6   | 709   |   |       |     |
|              | %                              | 29.1 | 29.8 | 2.0 | 6.6  | 31.7 | 0.8 | 100.0  | 25.9 | 9.4  | 25.9             | NO  | 2.8  | NO  | 39.4 | 31.5 | 3.4 | 5.9  | 19.0 | 0.8 | 100.0 | YES   | 70.2% | YES |
| E5           | #                              | 16   | 16   |     | 81   | 64   | 3   | 180  |      |      |                  |     |      |   | 8    |      |     | 11   | 14   | 1   | 34    |   |       |     |
|              | %                              | 8.9  | 8.9  |     | 45.0 | 35.6 | 1.7 | 100.0  | 4.2  | 51.3 | 16.3             | NO  | 6.3  | NO  | 23.5 |      |     | 32.4 | 41.2 | 2.9 | 100.0 | YES   | 87.7% | YES |
| E6           | #                              | 9    | 4    | 1   | 56   | 46   |     | 116  |      |      |                  |     |      |   | 5    | 3    |     | 15   | 9    |     | 32    |   |       |     |
|              | %                              | 7.8  | 3.4  | 0.9 | 48.3 | 39.7 |     | 100.0  | 5.1  | 44.8 | 20.4             | 1.7 | NO   | NO  | 15.6 | 9.4  |     | 46.9 | 28.1 |     | 100.0 | 66.7%   | YES   | YES |
| E7           | #                              | 77   | 23   | 2   | 4    | 5    |     | 111  |      |      |                  |     |      |   | 16   | 1    | 1   |      | 2    |     | 20    |   |       |     |
|              | %                              | 69.4 | 20.7 | 1.8 | 3.6  | 4.5  |     | 100.0  | 15.1 | 4.1  | 1.8              | NO  | 0.5  | NO  | 80.0 | 5.0  | 5.0 |      | 10.0 |     | 100.0 | YES   | 87.8% | YES |
| E8A          | #                              | 43   | 8    | 1   | 7    | 15   |     | 74   |      |      |                  |     |      |   | 10   |      |     | 2    | 2    |     | 14    |   |       |     |
|              | %                              | 58.1 | 10.8 | 1.4 | 9.5  | 20.3 |     | 100.0  | 11.2 | 26.6 | 15.3             | 0.4 | 17.1 | NO  | 71.4 |      |     | 14.3 | 14.3 |     | 100.0 | 96.4%   | 35.7% | YES |
| E8B          | #                              | 23   | 30   | 5   | 20   | 55   | 4   | 137  |      |      |                  |     |      |   | 14   | 7    | 3   | 9    | 21   | 1   | 55    |   |       |     |
|              | %                              | 16.8 | 21.9 | 3.6 | 14.6 | 40.1 | 2.9 | 100.0  | 11.5 | 25.8 | 32.8             | NO  | 11.2 | NO  | 25.5 | 12.7 | 5.5 | 16.4 | 38.2 | 1.8 | 100.0 | YES   | 56.6% | YES |
|              |                                |      |      |     |      |      |     |  |      |      |                  |     |      |   |      |      |     |      |      |     |       |   |       |     |
|              |                                |      |      |     |      |      |     |  |      |      |                  |     |      |   |      |      |     |      |      |     |       |   |       |     |
|              |                                |      |      |     |      |      |     |  |      |      |                  |     |      |   |      |      |     |      |      |     |       |   |       |     |
|              |                                |      |      |     |      |      |     |  |      |      |                  |     |      |   |      |      |     |      |      |     |       |   |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    86.8 percent

Level of Goal Attainment for 2009:    88.1 percent

Level of Goal Attainment for 2010:    89.1 percent

## Criminal Justice Academy

Agency Director: Hubert F. Harrell

EEO Officer: Florence O. McCants

| 1            | 2                              |      |       |     |      |      |       | 3  |      |      | 4                |      |      | 5   |      |      |      |      |      |       |       | 6   |       |     |       |
|--------------|--------------------------------|------|-------|-----|------|------|-------|--|------|------|------------------|------|------|---|------|------|------|------|------|-------|-------|---|-------|-----|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |       |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |      |       |       | % OF Goals Met Based on Adjusted Availability |       |     |       |
|              | WM                             | BM   | OM    | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM    | WF  | BF    |     |       |
| E1           | #                              | 2    |       |     | 2    | 1    |       | 5  | 4.3  | 34.6 | 5.1              | 4.3  | *    | NO  | NO   |      |      |      |      |       |       | 0.0%  | *     | YES | YES   |
|              | %                              | 40.0 |       |     | 40.0 | 20.0 |       | 100.0  |      |      |                  |      |      |   |      |      |      |      |      |       |       |   |       |     |       |
| E2           | #                              | 14   | 5     | 1   | 21   | 3    |       | 44   | 5.6  | 38.5 | 11.2             | NO   | NO   | 4.4   | 3    |      | 1    | 1    |      |       | 5     |   | YES   | YES | 60.7% |
|              | %                              | 31.8 | 11.4  | 2.3 | 47.7 | 6.8  |       | 100.0  |      |      |                  |      |      |   | 60.0 |      | 20.0 | 20.0 |      |       | 100.0 |   |       |     |       |
| E2A          | #                              | 4    | 2     |     | 4    | 1    |       | 11   | 4.3  | 32.6 | 7.4              | NO   | NO   | NO  |      |      |      |      |      |       |       | YES   | YES   | YES |       |
|              | %                              | 36.4 | 18.2  |     | 36.4 | 9.1  |       | 100.0  |      |      |                  |      |      |   |      |      |      |      |      |       |       |   |       |     |       |
| E2B          | #                              | 22   | 2     | 1   | 6    | 3    | 1     | 35   | 5.5  | 28.0 | 8.9              | NO   | 10.9 | 0.3   | *    | 6    | 1    |      | 2    |       | 9     |   | YES   | *   | 96.6% |
|              | %                              | 62.9 | 5.7   | 2.9 | 17.1 | 8.6  | 2.9   | 100.0  |      |      |                  |      |      |   |      | 66.7 | 11.1 |      | 22.2 |       | 100.0 |   |       |     |       |
| E5 and E6    | #                              |      |       |     | 3    | 1    |       | 4  | 1.0  | 68.7 | 14.2             | 1.0  | *    | NO  | NO   |      |      |      |      |       |       | 0.0%  | *     | YES | YES   |
|              | %                              |      |       |     | 75.0 | 25.0 |       | 100.0  |      |      |                  |      |      |   |      |      |      |      |      |       |       |   |       |     |       |
| E7           | #                              | 12   | 1     |     | 2    | 2    |       | 17   | 39.6 | 3.7  | 11.1             | 33.7 | NO   | NO  | 1    | 1    |      |      | 1    |       | 3     |   | 14.9% | YES | YES   |
|              | %                              | 70.6 | 5.9   |     | 11.8 | 11.8 |       | 100.0  |      |      |                  |      |      |   | 33.3 | 33.3 |      |      | 33.3 |       | 100.0 |   |       |     |       |
| E8           | #                              |      | 1     |     |      |      |       | 1  | 29.0 | 2.8  | 41.7             | NO   | *    | *   |      |      |      |      |      |       |       | YES   | *     | *   |       |
|              | %                              |      | 100.0 |     |      |      |       | 100.0  |      |      |                  |      | 2.8  | 41.7  |      |      |      |      |      |       |       |   |       |     |       |
|              | #                              |      |       |     |      |      |       |  |      |      |                  |      |      |   |      |      |      |      |      |       |       |   |       |     |       |
|              | %                              |      |       |     |      |      |       |  |      |      |                  |      |      |   |      |      |      |      |      |       |       |   |       |     |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    93.5 percent

Level of Goal Attainment for 2009:    74.3 percent

Level of Goal Attainment for 2010:    90.2 percent

## Deaf and Blind, School for the

Agency Director: Maggie Park

EEO Officer: Cindy Gass

| 1            | 2                              |       |      |      |      |      |     | 3  |      |      | 4                |     |      | 5   |      |      |    |       |      |      |       | 6   |       |       |
|--------------|--------------------------------|-------|------|------|------|------|-----|--|------|------|------------------|-----|------|---|------|------|----|-------|------|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |       |      |      |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | #                              | WM    | BM   | OM   | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM  | WF   | BF  | WM   | BM   | OM | WF    | BF   | OF   | TOTAL | BM  | WF    | BF    |
| E1           | #                              | 1     | 1    | 1    | 3    | 2    |     | 8  | 5.8  | 33.0 | 9.6              | NO  | NO   | NO  |      |      |    |       |      |      |       | YES   | YES   | YES   |
|              | %                              | 12.5  | 12.5 | 12.5 | 37.5 | 25.0 |     | 100.0  |      |      |                  |     |      |   |      |      |    |       |      |      |       |   |       |       |
| E2           | #                              | 35    | 6    |      | 115  | 19   | 4   | 179  | 4.6  | 47.5 | 11.8             | 1.2 | NO   | 1.2   | 1    |      |    | 2     |      | 1    | 4     |   |       |       |
|              | %                              | 19.6  | 3.4  |      | 64.2 | 10.6 | 2.2 | 100.0  |      |      |                  |     |      |   | 25.0 |      |    | 50.0  |      | 25.0 | 100.0 | 73.9%   | YES   | 89.8% |
| E3           | #                              | 3     |      |      | 2    | 1    |     | 6  | 5.6  | 30.6 | 10.1             |     | NO   | NO  |      |      |    |       |      |      |       |   |       |       |
|              | %                              | 50.0  |      |      | 33.3 | 16.7 |     | 100.0  |      |      |                  | 5.6 | NO   | NO  |      |      |    |       |      |      |       | 0.0%  | YES   | YES   |
| E5           | #                              | 7     | 5    |      | 44   | 43   | 3   | 102  | 7.4  | 42.4 | 19.3             |     | NO   | NO  | 2    | 1    |    | 4     | 3    |      | 10    |   |       |       |
|              | %                              | 6.9   | 4.9  |      | 43.1 | 42.2 | 2.9 | 100.0  |      |      |                  | 2.5 | NO   | NO  | 20.0 | 10.0 |    | 40.0  | 30.0 |      | 100.0 | 66.2%   | YES   | YES   |
| E6           | #                              |       |      |      | 15   | 3    |     | 18   | 0.4  | 69.7 | 10.2             |     | NO   | NO  |      |      |    |       |      |      |       |   |       |       |
|              | %                              |       |      |      | 83.3 | 16.7 |     | 100.0  |      |      |                  | 0.4 | NO   | NO  |      |      |    |       |      |      |       | 0.0%  | YES   | YES   |
| E7           | #                              | 9     |      |      |      |      |     | 9  | 8.9  | 5.1  | 1.4              |     | NO   |   |      |      |    |       |      |      |       |   |       |       |
|              | %                              | 100.0 |      |      |      |      |     | 100.0  |      |      |                  | 8.9 | 5.1  | 1.4   |      |      |    |       |      |      |       | 0.0%  | 0.0%  | 0.0%  |
| E8           | #                              | 3     | 3    |      | 3    | 8    |     | 17   | 18.7 | 35.8 | 13.0             |     | NO   |   |      |      |    | 1     |      |      | 1     |   |       |       |
|              | %                              | 17.6  | 17.6 |      | 17.6 | 47.1 |     | 100.0  |      |      |                  | 1.1 | 18.2 | NO  |      |      |    | 100.0 |      |      | 100.0 | 94.1%   | 49.2% | YES   |
|              | #                              |       |      |      |      |      |     |  |      |      |                  |     |      |   |      |      |    |       |      |      |       |   |       |       |
|              | %                              |       |      |      |      |      |     |  |      |      |                  |     |      |   |      |      |    |       |      |      |       |   |       |       |
|              | #                              |       |      |      |      |      |     |  |      |      |                  |     |      |   |      |      |    |       |      |      |       |   |       |       |
|              | %                              |       |      |      |      |      |     |  |      |      |                  |     |      |   |      |      |    |       |      |      |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    91.8 percent

Level of Goal Attainment for 2009:    92.4 percent

Level of Goal Attainment for 2010:    92.1 percent



## Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirdre Blake-Sayers

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |      |      | 5   |      |      |     |       |      |       |       | 6   |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|------|---|------|------|-----|-------|------|-------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |       |      |       |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM   | OM   | WF  | BF    | OF   | TOTAL | BM    | WF  | BF    |       |
| E1           | #                              | 23   | 4    |     | 23   | 12   |       | 62   | 12.0 | 33.5 | 19.9             | 5.5  | NO   | 0.5   | 1    |      |     | 1     |      |       | 2     | 54.2%   | YES   | 97.5% |
|              | %                              | 37.1 | 6.5  |     | 37.1 | 19.4 |       | 100.0  |      |      |                  |      |      |   | 50.0 |      |     | 50.0  |      |       | 100.0 |   |       |       |
| E2           | #                              | 38   | 31   | 2   | 113  | 138  | 6     | 328  | 12.5 | 30.0 | 29.8             | 3.0  | NO   | NO  |      | 3    |     | 4     | 4    |       | 11    | 76.0%   | YES   | YES   |
|              | %                              | 11.6 | 9.5  | 0.6 | 34.5 | 42.1 | 1.8   | 100.0  |      |      |                  |      |      |   |      | 27.3 |     | 36.4  | 36.4 |       | 100.0 |   |       |       |
| E3           | #                              | 18   | 7    | 1   | 54   | 44   | 4     | 128  | 21.3 | 39.1 | 39.9             | 15.8 | NO   | 5.5   |      |      |     | 10    |      |       | 10    | 25.8%   | YES   | 86.2% |
|              | %                              | 14.1 | 5.5  | 0.8 | 42.2 | 34.4 | 3.1   | 100.0  |      |      |                  |      |      |   |      |      |     | 100.0 |      |       | 100.0 |   |       |       |
| E4 and E7    | #                              | 24   | 9    |     | 2    |      |       | 35   | 7.7  | 2.3  | 8.1              | NO   | NO   | 8.1   |      |      |     |       |      |       |       | YES   | YES   | 0.0%  |
|              | %                              | 68.6 | 25.7 |     | 5.7  |      |       | 100.0  |      |      |                  |      |      |   |      |      |     |       |      |       |       |   |       |       |
| E5           | #                              | 23   | 186  | 2   | 82   | 847  | 7     | 1147   | 12.4 | 30.6 | 56.7             | NO   | 23.5 | NO  | 10   | 39   | 1   | 60    | 119  | 3     | 232   | YES   | 23.2% | YES   |
|              | %                              | 2.0  | 16.2 | 0.2 | 7.1  | 73.8 | 0.6   | 100.0  |      |      |                  |      |      |   | 4.3  | 16.8 | 0.4 | 25.9  | 51.3 | 1.3   | 100.0 |   |       |       |
| E6           | #                              | 1    | 1    |     | 32   | 48   | 1     | 83   | 2.1  | 55.2 | 22.1             | 0.9  | 16.6 | NO  |      |      |     |       |      |       |       | 57.1%   | 69.9% | YES   |
|              | %                              | 1.2  | 1.2  |     | 38.6 | 57.8 | 1.2   | 100.0  |      |      |                  |      |      |   |      |      |     |       |      |       |       |   |       |       |
| E8           | #                              | 19   | 30   |     | 24   | 96   | 4     | 173  | 22.4 | 9.2  | 16.6             | 5.1  | NO   | NO  | 2    | 3    |     | 1     | 2    |       | 8     | 77.2%   | YES   | YES   |
|              | %                              | 11.0 | 17.3 |     | 13.9 | 55.5 | 2.3   | 100.0  |      |      |                  |      |      |   | 25.0 | 37.5 |     | 12.5  | 25.0 |       | 100.0 |   |       |       |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |      |      |   |      |      |     |       |      |       |       |   |       |       |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |      |      |   |      |      |     |       |      |       |       |   |       |       |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |      |      |   |      |      |     |       |      |       |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    76.9 percent  
Level of Goal Attainment for 2009:    77.1 percent  
Level of Goal Attainment for 2010:    79.4 percent

## Education, Department of

Agency Head: Dr. James H. Rex

EEO Officer: Michael E. Addison

| 1            | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |     | 5   |      |    |       |      |    |       | 6   |       |       |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|------|----|-------|------|----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |       |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM | WF    | BF   | OF | TOTAL | BM  | WF    | BF    |
| E1           | # 11                           | 1    |     | 13   | 4    |     | 29    | 5.1  | 38.0 | 11.3 | 1.7              | NO  | NO  |   |      |    |       |      |    |       | 66.7%   | YES   | YES   |
|              | % 37.9                         | 3.4  |     | 44.8 | 13.8 |     | 100.0 |  |      |      |                  |     |     |   |      |    |       |      |    |       |   |       |       |
| E2A          | # 47                           | 9    |     | 88   | 29   | 7   | 180   | 5.8  | 41.2 | 14.8 | 0.8              | NO  | NO  | 2   |      |    | 2     | 1    |    | 5     |   |       |       |
|              | % 26.1                         | 5.0  |     | 48.9 | 16.1 | 3.9 | 100.0 |  |      |      |                  |     |     | 40.0  |      |    | 40.0  | 20.0 |    | 100.0 | 86.2%   | YES   | YES   |
| E2B          | # 19                           | 3    | 1   | 24   | 18   |     | 65    | 4.3  | 30.3 | 7.1  | NO               | NO  | NO  | 3   |      |    | 1     | 2    |    | 6     |   |       |       |
|              | % 29.2                         | 4.6  | 1.5 | 36.9 | 27.7 |     | 100.0 |  |      |      |                  |     |     | 50.0  |      |    | 16.7  | 33.3 |    | 100.0 | YES   | YES   | YES   |
| E2C          | # 42                           | 3    |     | 31   | 22   |     | 98    | 7.5  | 21.8 | 5.0  |                  |     |     | 2   |      |    | 3     | 1    |    | 6     |   |       |       |
|              | % 42.9                         | 3.1  |     | 31.6 | 22.4 |     | 100.0 |  |      |      | 4.4              | NO  | NO  | 33.3  |      |    | 50.0  | 16.7 |    | 100.0 | 41.3%   | YES   | YES   |
| E3           | # 11                           | 2    |     | 7    | 6    |     | 26    | 5.6  | 32.6 | 7.8  |                  |     |     | 1   |      |    |       |      |    | 1     |   |       |       |
|              | % 42.3                         | 7.7  |     | 26.9 | 23.1 |     | 100.0 |  |      |      | NO               | 5.7 | NO  | 100.0   |      |    |       |      |    | 100.0 | YES   | 82.5% | YES   |
| E5           | #                              | 1    |     | 20   | 14   | 2   | 37    | 7.4  | 34.4 | 18.2 | 4.7              | NO  | NO  |   |      |    | 1     |      |    | 1     |   |       |       |
|              | %                              | 2.7  |     | 54.1 | 37.8 | 5.4 | 100.0 |  |      |      |                  |     |     |   |      |    | 100.0 |      |    | 100.0 | 36.5%   | YES   | YES   |
| E6           | # 1                            | 1    |     | 32   | 18   |     | 52    | 1.4  | 56.3 | 26.6 |                  |     |     |   |      |    | 1     |      |    | 1     |   |       |       |
|              | % 1.9                          | 1.9  |     | 61.5 | 34.6 |     | 100.0 |  |      |      | NO               | NO  | NO  |   |      |    | 100.0 |      |    | 100.0 | YES   | YES   | YES   |
| E7           | # 252                          | 92   | 7   | 29   | 4    |     | 384   | 17.2   | 3.1  | 2.6  | NO               | NO  | 1.6 | 27  | 5    |    | 1     | 1    |    | 34    |   |       |       |
|              | % 65.6                         | 24.0 | 1.8 | 7.6  | 1.0  |     | 100.0 |  |      |      |                  |     |     | 79.4  | 14.7 |    | 2.9   | 2.9  |    | 100.0 | YES   | YES   | 38.5% |
|              | #                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |    |       |      |    |       |   |       |       |
|              | %                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |    |       |      |    |       |   |       |       |

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**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    84.5 percent  
Level of Goal Attainment for 2009:    89.8 percent  
Level of Goal Attainment for 2010:    89.7 percent

## South Carolina Education Lottery

Agency Head: Paula Harper Bethea

EEO Officer: Mary Margaret Hopkins

| 1            | 2                              |      |      |     |      |      |     | 3  |     |      | 4                |     |      | 5   |      |    |      |       |       |    |       | 6   |       |     |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|-----|------|------------------|-----|------|---|------|----|------|-------|-------|----|-------|---|-------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |      |       |       |    |       | % OF Goals Met Based on Adjusted Availability |       |     |
|              | #                              | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL  | BM  | WF   | BF               | BM  | WF   | BF  | WM   | BM | OM   | WF    | BF    | OF | TOTAL | BM  | WF    | BF  |
| E1           | #                              | 6    | 4    |     | 6    | 1    |     | 17   |     |      |                  |     |      |   | 1    |    |      | 1     |       |    | 2     |   |       |     |
|              | %                              | 35.3 | 23.5 |     | 35.3 | 5.9  |     | 100.0  | 3.1 | 24.3 | 3.4              | NO  | NO   | NO  | 50.0 |    |      | 50.0  |       |    | 100.0 | YES   | YES   | YES |
| E2           | #                              | 16   | 10   | 2   | 29   | 14   | 3   | 74   | 5.2 | 32.3 | 6.7              | NO  | NO   | NO  |      |    | 1    | 4     | 1     |    | 6     | YES   | YES   | YES |
|              | %                              | 21.6 | 13.5 | 2.7 | 39.2 | 18.9 | 4.1 | 100.0  |     |      |                  |     |      |   |      |    | 16.7 | 66.7  | 16.7  |    | 100.0 |   |       |     |
| E3           | #                              | 5    | 1    |     | 2    | 4    |     | 12   | 5.0 | 31.5 | 8.2              | NO  | 14.8 | NO  |      |    |      | 1     | 1     |    | 2     | YES   | 53.0% | YES |
|              | %                              | 41.7 | 8.3  |     | 16.7 | 33.3 |     | 100.0  |     |      |                  |     |      |   |      |    |      | 50.0  | 50.0  |    | 100.0 |   |       |     |
| E5           | #                              | 2    | 1    |     | 12   | 7    |     | 22   | 6.2 | 45.7 | 8.7              | 1.7 | NO   | NO  |      |    |      | 3     |       |    | 3     | 72.6%   | YES   | YES |
|              | %                              | 9.1  | 4.5  |     | 54.5 | 31.8 |     | 100.0  |     |      |                  |     |      |   |      |    |      | 100.0 |       |    | 100.0 |   |       |     |
| E6           | #                              | 1    | 1    |     | 1    | 4    |     | 7  | 1.0 | 72.2 | 14.3             | NO  | 57.9 | NO  |      |    |      |       | 1     |    | 1     | YES   | 19.8% | YES |
|              | %                              | 14.3 | 14.3 |     | 14.3 | 57.1 |     | 100.0  |     |      |                  |     |      |   |      |    |      |       | 100.0 |    | 100.0 |   |       |     |
|              | #                              |      |      |     |      |      |     |  |     |      |                  |     |      |   |      |    |      |       |       |    |       |   |       |     |
|              | %                              |      |      |     |      |      |     |  |     |      |                  |     |      |   |      |    |      |       |       |    |       |   |       |     |
|              | #                              |      |      |     |      |      |     |  |     |      |                  |     |      |   |      |    |      |       |       |    |       |   |       |     |
|              | %                              |      |      |     |      |      |     |  |     |      |                  |     |      |   |      |    |      |       |       |    |       |   |       |     |
|              | #                              |      |      |     |      |      |     |  |     |      |                  |     |      |   |      |    |      |       |       |    |       |   |       |     |
|              | %                              |      |      |     |      |      |     |  |     |      |                  |     |      |   |      |    |      |       |       |    |       |   |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    94.3 percent

Level of Goal Attainment for 2009:    90.8 percent

Level of Goal Attainment for 2010:    89.7 percent

## Educational Television

Agency Director: David Crouch

EEO Officer: Mark Whittington

| 1            | 2                              |      |     |      |      |    |       | 3  |      |      | 4                |     |     | 5   |    |    |       |    |    |       | 6   |      |       |
|--------------|--------------------------------|------|-----|------|------|----|-------|--|------|------|------------------|-----|-----|---|----|----|-------|----|----|-------|---|------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |      |       |
|              | WM                             | BM   | OM  | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF   | BF    |
| E1           | # 4                            |      |     | 3    |      |    | 7     | 5.7  | 16.9 | 4.1  | 5.7              | NO  | 4.1 |   |    |    |       |    |    |       | 0.0%  | YES  | 0.0%  |
|              | % 57.1                         |      |     | 42.9 |      |    | 100.0 |  |      |      |                  |     |     |   |    |    |       |    |    |       |   |      |       |
| E2A          | # 42                           | 6    |     | 14   | 3    |    | 65    | 5.8  | 18.7 | 5.0  | NO               | NO  | 0.4 |   |    |    |       |    |    |       | YES   | YES  | 92.0% |
|              | % 64.6                         | 9.2  |     | 21.5 | 4.6  |    | 100.0 |  |      |      |                  |     |     |   |    |    |       |    |    |       |   |      |       |
| E2B          | # 10                           | 3    |     | 8    | 3    |    | 24    | 4.5  | 22.4 | 4.6  | NO               | NO  | NO  |   |    |    | 1     |    |    | 1     | YES   | YES  | YES   |
|              | % 41.7                         | 12.5 |     | 33.3 | 12.5 |    | 100.0 |  |      |      |                  |     |     |   |    |    | 100.0 |    |    | 100.0 |   |      |       |
| E2C          | # 7                            | 1    |     | 6    | 5    |    | 19    | 6.0  | 21.4 | 3.0  | 0.7              | NO  | NO  |   |    |    | 2     |    |    | 2     | 88.3%   | YES  | YES   |
|              | % 36.8                         | 5.3  |     | 31.6 | 26.3 |    | 100.0 |  |      |      |                  |     |     |   |    |    | 100.0 |    |    | 100.0 |   |      |       |
| E3           | # 23                           | 6    | 1   | 7    | 2    |    | 39    | 6.4  | 17.3 | 7.6  | NO               | NO  | 2.5 | 1   |    |    |       |    |    | 1     | YES   | YES  | 67.1% |
|              | % 59.0                         | 15.4 | 2.6 | 17.9 | 5.1  |    | 100.0 |  |      |      |                  |     |     | 100.0   |    |    |       |    |    | 100.0 |   |      |       |
| E5 and E6    | # 2                            | 1    |     | 6    | 3    |    | 12    | 9.9  | 43.3 | 17.0 | 1.6              | NO  | NO  | 2   |    |    |       |    |    | 2     | 83.8%   | YES  | YES   |
|              | % 16.7                         | 8.3  |     | 50.0 | 25.0 |    | 100.0 |  |      |      |                  |     |     | 100.0   |    |    |       |    |    | 100.0 |   |      |       |
| E7           | # 3                            |      |     |      |      |    | 3     | 33.1   | 2.7  | 0.6  | 33.1             | 2.7 | 0.6 |   |    |    |       |    |    |       | 0.0%  | 0.0% | 0.0%  |
|              | % 100.0                        |      |     |      |      |    | 100.0 |  |      |      |                  |     |     |   |    |    |       |    |    |       |   |      |       |
|              | #                              |      |     |      |      |    |       |  |      |      |                  |     |     |   |    |    |       |    |    |       |   |      |       |
|              | %                              |      |     |      |      |    |       |  |      |      |                  |     |     |   |    |    |       |    |    |       |   |      |       |
|              | #                              |      |     |      |      |    |       |  |      |      |                  |     |     |   |    |    |       |    |    |       |   |      |       |
|              | %                              |      |     |      |      |    |       |  |      |      |                  |     |     |   |    |    |       |    |    |       |   |      |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 96.1 percent

Level of Goal Attainment for 2009: 94.5 percent

Level of Goal Attainment for 2010: 95.7 percent

## Election Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

| 1             |   | 2                              |      |    |      |      |    |       | 3  |      |      | 4                |      |      | 5   |    |    |    |    |    |       | 6   |       |      |
|---------------|---|--------------------------------|------|----|------|------|----|-------|--|------|------|------------------|------|------|---|----|----|----|----|----|-------|---|-------|------|
| EEO CATEGORY  |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|               |   | WM                             | BM   | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF    | BF   |
| E1 and E2     | # | 2                              |      |    | 3    | 2    |    | 7     | 5.8  | 21.3 | 4.8  | 5.8              | NO   | NO   |   |    |    |    |    |    |       | 0.0%  | YES   | YES  |
|               | % | 28.6                           |      |    | 42.9 | 28.6 |    | 100.0 |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
| E3, E5 and E6 | # | 2                              | 2    |    | 2    |      |    | 6     | 5.2  | 44.1 | 17.1 | NO               | 10.8 | 17.1 |   |    |    |    |    |    |       | YES   | 75.5% | 0.0% |
|               | % | 33.3                           | 33.3 |    | 33.3 |      |    | 100.0 |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|               | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 87.2 percent

Level of Goal Attainment for 2009: 87.1 percent

Level of Goal Attainment for 2010: 75.1 percent

## Employment and Workforce, Department of

Agency Director: John L. Finan

EEO Officer: Jamie D. Suber

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |     | 5   |      |    |      |      |     |       | 6   |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|----|------|------|-----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |      |      |     |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM | WF   | BF   | OF  | TOTAL | BM  | WF    | BF    |
| E1           | #                              | 3    |      |     | 3    |      | 6     | 7.4  | 35.8 | 16.0 | 7.4              | *   |     | 1   |      |    | 2    |      |     | 3     | 0.0%  | *     | *     |
|              | %                              | 50.0 |      |     | 50.0 |      | 100.0 |  |      |      |                  |     |     | 33.3  |      |    | 66.7 |      |     | 100.0 |   |       |       |
| E2 A         | #                              | 50   | 31   | 3   | 110  | 103  | 14    | 6.8  | 40.7 | 25.9 | NO               |     |     | 7   | 6    |    | 14   | 13   | 2   | 42    | YES   | 87.0% | YES   |
|              | %                              | 16.1 | 10.0 | 1.0 | 35.4 | 33.1 | 4.5   | 100.0  |      |      |                  |     |     | 16.7  | 14.3 |    | 33.3 | 31.0 | 4.8 | 100.0 |   |       |       |
| E2B and E4   | #                              | 37   | 27   | 1   | 76   | 69   | 3     | 9.2  | 37.6 | 26.4 | NO               | 1.9 | NO  | 7   | 3    |    | 12   | 8    |     | 30    | YES   | 94.9% | YES   |
|              | %                              | 17.4 | 12.7 | 0.5 | 35.7 | 32.4 | 1.4   | 100.0  |      |      |                  |     |     | 23.3  | 10.0 |    | 40.0 | 26.7 |     | 100.0 |   |       |       |
| E2C          | #                              | 43   | 13   | 1   | 59   | 36   | 2     | 8.4  | 36.1 | 24.0 | 0.0              |     | *   | 5   | 2    |    | 1    | 3    |     | 11    | YES   | YES   | 97.5% |
|              | %                              | 27.9 | 8.4  | 0.6 | 38.3 | 23.4 | 1.3   | 100.0  |      |      |                  |     |     | 45.5  | 18.2 |    | 9.1  | 27.3 |     | 100.0 |   |       |       |
| E2D          | #                              | 18   | 7    |     | 25   | 8    | 1     | 7.5  | 35.4 | 16.7 | NO               | NO  | 3.1 | 1   |      |    | 3    |      |     | 4     | YES   | YES   | 81.4% |
|              | %                              | 30.5 | 11.9 |     | 42.4 | 13.6 | 1.7   | 100.0  |      |      |                  |     |     | 25.0  |      |    | 75.0 |      |     | 100.0 |   |       |       |
| E3           | #                              | 39   | 10   | 1   | 13   | 17   | 1     | 10.8   | 24.0 | 10.3 | NO               | 8.0 | NO  | 6   | 4    |    |      | 4    | 1   | 15    | YES   | 66.7% | YES   |
|              | %                              | 48.1 | 12.3 | 1.2 | 16.0 | 21.0 | 1.2   | 100.0  |      |      |                  |     |     | 40.0  | 26.7 |    |      | 26.7 | 6.7 | 100.0 |   |       |       |
| E6 and E7    | #                              | 7    | 2    |     | 43   | 20   |       | 5.0  | 52.2 | 17.0 | 2.2              | NO  | NO  |   |      |    | 10   | 1    |     | 11    | 56.0%   | YES   | YES   |
|              | %                              | 9.7  | 2.8  |     | 59.7 | 27.8 |       | 100.0  |      |      |                  |     |     |   |      |    | 90.9 | 9.1  |     | 100.0 |   |       |       |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |     |     |   |      |    |      |      |     |       |   |       |       |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |     |     |   |      |    |      |      |     |       |   |       |       |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |     |     |   |      |    |      |      |     |       |   |       |       |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |     |     |   |      |    |      |      |     |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    91.3 percent

Level of Goal Attainment for 2009:    91.3 percent

Level of Goal Attainment for 2010:    93.9 percent

## Forestry Commission

Agency Director: Henry E. Kodama

EEO Officer: Lisa K. McCloud

| 1              |   | 2                              |      |     |      |      |    |       | 3  |      |      | 4                |      |      | 5   |    |    |       |    |    |       | 6   |       |       |
|----------------|---|--------------------------------|------|-----|------|------|----|-------|--|------|------|------------------|------|------|---|----|----|-------|----|----|-------|---|-------|-------|
| EEO CATEGORY   |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|                |   | WM                             | BM   | OM  | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF    | BF    |
| E1             | # | 10                             |      | 1   | 1    | 1    |    | 13    | 4.5  | 33.8 | 1.6  | 4.5              | 26.1 | NO   |   |    |    |       |    |    |       | 0.0%  | 22.8% | YES   |
|                | % | 76.9                           |      | 7.7 | 7.7  | 7.7  |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |
| E2,E2A and E2B | # | 51                             | 2    |     | 16   |      |    | 69    | 2.3  | 16.7 | 6.0  | NO               | NO   | 6.0  | 2   |    |    |       |    |    | 2     | YES   | YES   | 0.0%  |
|                | % | 73.9                           | 2.9  |     | 23.2 |      |    | 100.0 |  |      |      |                  |      |      | 100.0   |    |    |       |    |    | 100.0 | YES   | YES   | 0.0%  |
| E3             | # | 25                             | 1    |     | 2    |      |    | 28    | 6.5  | 3.0  | 2.3  | 2.9              | NO   | 2.3  |   |    |    | 1     |    |    | 1     | 55.4%   | YES   | 0.0%  |
|                | % | 89.3                           | 3.6  |     | 7.1  |      |    | 100.0 |  |      |      |                  |      |      |   |    |    | 100.0 |    |    | 100.0 |   |       |       |
| E4             | # | 131                            | 12   | 1   | 2    |      |    | 146   | 8.1  | 1.0  | 0.9  | NO               | NO   | 0.9  |   |    |    |       |    |    |       | YES   | YES   | 0.0%  |
|                | % | 89.7                           | 8.2  | 0.7 | 1.4  |      |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |
| E5             | # |                                |      |     | 4    | 1    |    | 5     | 3.2  | 61.2 | 13.2 | 3.2              | NO   | NO   |   |    |    |       |    |    |       | 0.0%  | YES   | YES   |
|                | % |                                |      |     | 80.0 | 20.0 |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |
| E6             | # | 2                              |      |     | 28   | 3    |    | 33    | 5.7  | 35.3 | 22.3 | 5.7              | NO   | 13.2 |   |    |    |       |    |    |       | 0.0%  | YES   | 40.8% |
|                | % | 6.1                            |      |     | 84.8 | 9.1  |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |
| E7             | # | 13                             | 3    |     | 1    |      |    | 17    | 0.1  | 12.2 | 0.1  | NO               | 6.3  | 0.1  |   |    |    |       |    |    |       | YES   | 48.4% | 0.0%  |
|                | % | 76.5                           | 17.6 |     | 5.9  |      |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |
| E8             | # | 1                              |      |     |      |      |    | 1     | 38.9   | 13.8 | 12.1 | 38.9             | 13.8 | 12.1 |   |    |    |       |    |    |       | 0.0%  | 0.0%  | 0.0%  |
|                | % | 100.0                          |      |     |      |      |    | 100.0 |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |
|                |   | #                              |      |     |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |
|                |   | %                              |      |     |      |      |    |       |  |      |      |                  |      |      |   |    |    |       |    |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    69.5 percent

Level of Goal Attainment for 2009:    69.7 percent

Level of Goal Attainment for 2010:    68.7 percent

# Francis Marion University

President: Dr. Fred Carter

EEO Officer: Linda Becote

| 1                 | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |      | 5   |       |      |    |      |      |       | 6   |       |       |
|-------------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|-------|------|----|------|------|-------|---|-------|-------|
| EEO CATEGORY      | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |      |    |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|                   | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM    | OM   | WF | BF   | OF   | TOTAL | BM  | WF    | BF    |
| C1 and E1         | #                              | 17   | 1    |     | 13   | 1    |       | 32   |      |      |                  |     |      | 1   |       |      | 1  |      |      | 3     |   |       |       |
|                   | %                              | 53.1 | 3.1  |     | 40.6 | 3.1  |       | 100.0  | 3.9  | 3.7  | 4.9              | 0.8 | NO   | 1.8   | 33.3  |      |    | 33.3 | 33.3 |       | 100.0   | 79.5% | YES   |
| C2 and C3         | #                              | 56   | 1    |     | 12   | 2    |       | 71   | 1.6  | 29.9 | 2.9              |     |      | 3   |       |      | 3  |      |      | 6     |   |       |       |
|                   | %                              | 78.9 | 1.4  |     | 16.9 | 2.8  |       | 100.0  |      |      |                  | 0.2 | 13.0 | 0.1   | 50.0  |      |    | 50.0 |      | 100.0 | 87.5%   | 56.5% | 96.6% |
| C4 and C5         | #                              | 56   |      | 6   | 55   | 4    | 7     | 128  | 2.4  | 46.0 | 5.0              | 2.4 | 3.0  | 1.9   | 6     |      |    | 9    | 1    | 16    |   |       |       |
|                   | %                              | 43.8 |      | 4.7 | 43.0 | 3.1  | 5.5   | 100.0  |      |      |                  |     |      |   | 37.5  |      |    | 56.3 | 6.3  | 100.0 | 0.0%  | 93.5% | 62.0% |
| C6, C7, C8 and C9 | #                              | 16   | 2    | 1   | 21   | 4    |       | 44   | 3.3  | 40.3 | 6.4              | NO  | NO   | NO  | 2     |      |    | 7    |      | 9     |   |       |       |
|                   | %                              | 36.4 | 4.5  | 2.3 | 47.7 | 9.1  |       | 100.0  |      |      |                  |     |      |   | 22.2  |      |    | 77.8 |      | 100.0 | YES   | YES   | YES   |
| E2                | #                              | 15   | 6    |     | 30   | 14   |       | 65   | 5.7  | 38.4 | 16.5             | NO  | NO   | NO  | 1     |      |    | 4    |      | 5     |   |       |       |
|                   | %                              | 23.1 | 9.2  |     | 46.2 | 21.5 |       | 100.0  |      |      |                  |     |      |   | 20.0  |      |    | 80.0 |      | 100.0 | YES   | YES   | YES   |
| E3                | #                              | 10   |      |     | 3    | 1    |       | 14   | 6.5  | 32.5 | 9.9              |     | *    | *   | 1     |      |    |      |      | 1     | *   |       | *     |
|                   | %                              | 71.4 |      |     | 21.4 | 7.1  |       | 100.0  |      |      |                  | 6.5 | 11.1 | 2.8   | 100.0 |      |    |      |      | 100.0 | 0.0%  | 65.8% | 71.7% |
| E4 and E7         | #                              | 21   | 6    |     | 2    |      |       | 29   | 15.5 | 4.1  | 2.5              | NO  | NO   | *   | 3     | 1    |    | 1    |      | 5     |   |       | *     |
|                   | %                              | 72.4 | 20.7 |     | 6.9  |      |       | 100.0  |      |      |                  | NO  | NO   | 2.5   | 60.0  | 20.0 |    | 20.0 |      | 100.0 | YES   | YES   | 0.0%  |
| E5 and E6         | #                              | 1    | 1    |     | 24   | 20   |       | 46   | 1.0  | 70.0 | 16.1             | NO  | 17.8 | NO  | 1     |      |    | 3    |      | 4     |   |       |       |
|                   | %                              | 2.2  | 2.2  |     | 52.2 | 43.5 |       | 100.0  |      |      |                  |     |      |   | 25.0  |      |    | 75.0 |      | 100.0 | YES   | 74.6% | YES   |
| E8                | #                              | 9    | 25   |     | 2    | 18   | 1     | 55   | 28.4 | 8.0  | 18.4             |     |      |   | 1     | 4    |    |      | 3    | 8     |   |       |       |
|                   | %                              | 16.4 | 45.5 |     | 3.6  | 32.7 | 1.8   | 100.0  |      |      |                  | NO  | 4.4  | NO  | 12.5  | 50.0 |    |      | 37.5 | 100.0 | YES   | 45.0% | YES   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    84.3 percent

Level of Goal Attainment for 2009:    83.4 percent

Level of Goal Attainment for 2010:    83.8 percent



## Governor's Office

Agency Director: John Shackelford

EEO Officer: Edward B. Pope

| 1            |   | 2                              |      |    |      |      |     |       | 3  |      |      | 4                |     |       | 5   |      |    |      |      |    |       | 6   |       |        |
|--------------|---|--------------------------------|------|----|------|------|-----|-------|--|------|------|------------------|-----|-------|---|------|----|------|------|----|-------|---|-------|--------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |       | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |        |
|              |   | WM                             | BM   | OM | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF    | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF     |
| E1           | # | 3                              | 2    |    | 11   | 4    |     | 20    | 5.2  | 28.9 | 19.3 | NO               | NO  | NO    | 1   | 1    |    | 2    |      |    | 4     | YES   | YES   | YES    |
|              | % | 15.0                           | 10.0 |    | 55.0 | 20.0 |     | 100.0 |  |      |      |                  |     |       | 25.0  | 25.0 |    | 50.0 |      |    | 100.0 |   |       |        |
| E2 and E2A   | # | 11                             | 2    |    | 29   | 11   |     | 53    | 5.9  | 33.1 | 13.4 | 2.1              | NO  | NO    |   |      |    | 4    | 2    |    | 6     | 64.4%   | YES   | YES    |
|              | % | 20.8                           | 3.8  |    | 54.7 | 20.8 |     | 100.0 |  |      |      |                  |     |       |   |      |    | 66.7 | 33.3 |    | 100.0 |   |       |        |
| E2B          | # | 8                              | 7    |    | 30   | 41   | 1   | 87    | 15.9   | 28.3 | 12.3 | 7.9              | NO  | NO    |   | 1    |    | 3    | 4    |    | 8     | 50.3%   | YES   | YES    |
|              | % | 9.2                            | 8.0  |    | 34.5 | 47.1 | 1.1 | 100.0 |  |      |      |                  |     |       |   | 12.5 |    | 37.5 | 50.0 |    | 100.0 |   |       |        |
| E3           | # | 2                              | 1    |    | 1    |      |     | 4     | 10.8   | 24.4 | 7.7  | NO               | NO  | 7.7 * |   |      |    |      |      |    |       | YES   | YES   | 0.0% * |
|              | % | 50.0                           | 25.0 |    | 25.0 |      |     | 100.0 |  |      |      |                  |     |       |   |      |    |      |      |    |       |   |       |        |
| E5,E6 and E8 | # | 5                              | 3    |    | 10   | 9    |     | 27    | 5.8  | 41.9 | 17.9 | NO               | 4.9 | NO    | 1   |      |    | 1    |      |    | 2     | YES   | 88.3% | YES    |
|              | % | 18.5                           | 11.1 |    | 37.0 | 33.3 |     | 100.0 |  |      |      |                  |     |       | 50.0  |      |    | 50.0 |      |    | 100.0 |   |       |        |
|              | # |                                |      |    |      |      |     |       |  |      |      |                  |     |       |   |      |    |      |      |    |       |   |       |        |
|              | % |                                |      |    |      |      |     |       |  |      |      |                  |     |       |   |      |    |      |      |    |       |   |       |        |
|              | # |                                |      |    |      |      |     |       |  |      |      |                  |     |       |   |      |    |      |      |    |       |   |       |        |
|              | % |                                |      |    |      |      |     |       |  |      |      |                  |     |       |   |      |    |      |      |    |       |   |       |        |
|              | # |                                |      |    |      |      |     |       |  |      |      |                  |     |       |   |      |    |      |      |    |       |   |       |        |
|              | % |                                |      |    |      |      |     |       |  |      |      |                  |     |       |   |      |    |      |      |    |       |   |       |        |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    94.2 percent

Level of Goal Attainment for 2009:    94.3 percent

Level of Goal Attainment for 2010:    93.1 percent

## Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman, Ph. D.

EEO Officer: Ernie L. Boyd

| 1             | 2                              |      |      |      |      |      |       | 3  |      |      | 4                |     |      | 5   |      |      |    |    |      |       | 6   |       |       |
|---------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|-----|------|---|------|------|----|----|------|-------|---|-------|-------|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |      |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |    |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|               | WM                             | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF | BF | OF   | TOTAL | BM  | WF    | BF    |
| E1 and E2     | #                              | 6    | 3    |      | 3    | 2    |       | 14   |      |      |                  |     |      | 1   | 1    |      |    | 1  |      | 3     |   |       |       |
|               | %                              | 42.9 | 21.4 |      | 21.4 | 14.3 |       | 100.0  | 6.7  | 35.1 | 14.0             | NO  | 13.7 | NO  | 33.3 | 33.3 |    |    | 33.3 |       | 100.0   | YES   | 61.0% |
| C6            | #                              | 6    |      | 2    | 4    | 1    | 1     | 14   |      |      |                  | *   |      |   |      |      |    |    |      |       | *   |       |       |
|               | %                              | 42.9 |      | 14.3 | 28.6 | 7.1  | 7.1   | 100.0  | 5.9  | 41.2 | 14.9             | 5.9 | 12.6 | 7.8   |      |      |    |    |      |       | 0.0%  | 69.4% | 47.7% |
| E3, E5 and E6 | #                              |      |      | 4    | 1    |      | 5     |  |      |      |                  | *   |      |   |      |      |    |    |      |       | *   |       |       |
|               | %                              |      |      | 80.0 | 20.0 |      | 100.0 | 3.3  | 56.4 | 13.9 | 3.3              | NO  | NO   |   |      |      |    |    |      |       | 0.0%  | YES   | YES   |
|               | #                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | %                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | #                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | %                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | #                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | %                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | #                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | %                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | #                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |
|               | %                              |      |      |      |      |      |       |  |      |      |                  |     |      |   |      |      |    |    |      |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 77.2 percent

Level of Goal Attainment for 2009: 79.9 percent

Level of Goal Attainment for 2010: 82.6 percent

# Governor's School for Arts and Humanities

President: Dr. Bruce Halverson

EEO Officer: Deborah Franks

| EEO CROWN REPORT FORM |                                |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|-----------------------|--------------------------------|-------|------|----|------|------|-------|--|------|-----|------------------|----|------|---|-----|----|----|----|----|-------|---|-------|-----|---|
| 1                     | 2                              |       |      |    |      |      |       | 3  |      |     | 4                |    |      | 5   |     |    |    |    |    |       | 6   |       |     |   |
| EEO CATEGORY          | ACTUAL WORKFORCE ON 09/30/2010 |       |      |    |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |       |     |   |
|                       | WM                             | BM    | OM   | WF | BF   | OF   | TOTAL | BM   | WF   | BF  | BM               | WF | BF   | WM  | BM  | OM | WF | BF | OF | TOTAL | BM  | WF    | BF  |   |
| E1                    | #                              | 1     |      |    |      |      | 1     | 8.7  | 40.6 | 9.3 | 8.7              | *  | 40.6 | *   | 9.3 | *  | 1  |    |    |       | 1   | 0.0%  | *   | * |
|                       | %                              | 100.0 |      |    |      |      | 100.0 |  |      |     |                  |    |      | 100.0   |     |    |    |    |    | 100.0 |   |       |     |   |
| E2                    | #                              | 22    |      |    | 19   | 7    | 1     | 4.2  | 52.1 | 6.4 | 4.2              |    | 13.3 |   |     |    |    |    |    | 1     | 0.0%  |       | *   |   |
|                       | %                              | 44.9  |      |    | 38.8 | 14.3 | 2.0   | 100.0  |      |     |                  |    |      | 100.0   |     |    |    |    |    | 100.0 |   | 74.5% | YES |   |
| E4, E5, E6, E7,E8     | #                              | 5     | 2    |    | 6    | 5    |       | 2.8  | 61.4 | 6.7 | NO               |    | 28.1 |   |     |    |    |    |    | 1     | YES   |       |     |   |
|                       | %                              | 27.8  | 11.1 |    | 33.3 | 27.8 |       |  |      |     | NO               |    |      | 100.0   |     |    |    |    |    | 100.0 |   | 54.2% | YES |   |
|                       | #                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | %                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | #                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | %                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | #                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | %                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | #                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | %                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | #                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |
|                       | %                              |       |      |    |      |      |       |  |      |     |                  |    |      |   |     |    |    |    |    |       |   |       |     |   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    91.4 percent

Level of Goal Attainment for 2009:    89.5 percent

Level of Goal Attainment for 2010:    71.5 percent

## Health and Environmental Control, Department of

Agency Director: Earl Hunter

EEO Officer: Quentin Chavis

| 1            | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |      |     | 5   |      |      |       |      |      |       | 6   |       |       |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|-----|---|------|------|-------|------|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF    | BF   | OF   | TOTAL | BM  | WF    | BF    |
| E1           | # 137                          | 7    | 8   | 112  | 26   | 2   | 292   |  |      |      |                  |      |     |   |      | 1    | 1     |      |      | 2     |   |       |       |
|              | % 46.9                         | 2.4  | 2.7 | 38.4 | 8.9  | 0.7 | 100.0 | 2.0  | 30.1 | 5.8  | NO               | NO   | NO  |   |      | 50.0 | 50.0  |      |      | 100.0 | YES   | YES   | YES   |
| E2A          | # 4                            | 2    | 1   | 393  | 51   | 3   | 454   |  |      |      |                  |      |     | 3   | 2    | 2    | 10    | 8    | 4    | 29    |   |       |       |
|              | % 0.9                          | 0.4  | 0.2 | 86.6 | 11.2 | 0.7 | 100.0 | 1.7  | 65.4 | 10.4 | 1.3              | NO   | NO  | 10.3  | 6.9  | 6.9  | 34.5  | 27.6 | 13.8 | 100.0 | 23.5%   | YES   | YES   |
| E2B          | # 321                          | 34   | 9   | 295  | 103  | 11  | 773   |  |      |      |                  |      |     | 1   | 1    |      | 3     | 2    | 1    | 8     |   |       |       |
|              | % 41.5                         | 4.4  | 1.2 | 38.2 | 13.3 | 1.4 | 100.0 | 5.7  | 30.8 | 6.7  | 1.3              | NO   | NO  | 12.5  | 12.5 |      | 37.5  | 25.0 | 12.5 | 100.0 | 77.2%   | YES   | YES   |
| E2C          | # 229                          | 49   | 11  | 367  | 184  | 18  | 858   |  |      |      |                  |      |     | 1   |      |      | 7     | 9    | 2    | 19    |   |       |       |
|              | % 26.7                         | 5.7  | 1.3 | 42.8 | 21.4 | 2.1 | 100.0 | 8.0  | 35.1 | 27.2 | 2.3              | NO   | 5.8 | 5.3   |      |      | 36.8  | 47.4 | 10.5 | 100.0 | 71.3%   | YES   | 78.7% |
| E3           | # 54                           | 15   | 4   | 60   | 45   | 8   | 186   |  |      |      |                  |      |     | 4   | 1    |      | 1     | 3    | 1    | 10    |   |       |       |
|              | % 29.0                         | 8.1  | 2.2 | 32.3 | 24.2 | 4.3 | 100.0 | 3.9  | 42.6 | 13.9 | NO               | 10.3 | NO  | 40.0  | 10.0 |      | 10.0  | 30.0 | 10.0 | 100.0 | YES   | 75.8% | YES   |
| E5           | # 5                            | 4    |     | 159  | 92   | 3   | 263   |  |      |      |                  |      |     |   |      |      | 8     | 6    | 1    | 15    |   |       |       |
|              | % 1.9                          | 1.5  |     | 60.5 | 35.0 | 1.1 | 100.0 | 1.3  | 66.5 | 15.8 | NO               | 6.0  | NO  |   |      |      | 53.3  | 40.0 | 6.7  | 100.0 | YES   | 91.0% | YES   |
| E6           | # 6                            | 8    |     | 352  | 226  | 28  | 620   |  |      |      |                  |      |     | 1   |      |      | 8     | 7    | 5    | 21    |   |       |       |
|              | % 1.0                          | 1.3  |     | 56.8 | 36.5 | 4.5 | 100.0 | 1.9  | 57.6 | 19.9 | 0.6              | 0.8  | NO  | 4.8   |      |      | 38.1  | 33.3 | 23.8 | 100.0 | 68.4%   | 98.6% | YES   |
| E7 and E8    | # 20                           | 14   | 1   | 5    | 3    |     | 43    |  |      |      |                  | *    |     |   |      |      | 1     |      |      | 1     |   | *     |       |
|              | % 46.5                         | 32.6 | 2.3 | 11.6 | 7.0  |     | 100.0 | 17.7   | 12.0 | 14.2 | NO               | 0.4  | 7.2 |   |      |      | 100.0 |      |      | 100.0 | YES   | 96.7% | 49.3% |
|              | #                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |       |      |      |       |   |       |       |
|              | %                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |       |      |      |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    87.1 percent

Level of Goal Attainment for 2009:    87.0 percent

Level of Goal Attainment for 2010:    88.8 percent

## Health and Human Services, Department of

Agency Director: Emma Forkner

EEO Officer: Joyce Smith

| 1            | 2                              |      |      |     |      |      |       | 3  |     |      | 4                |     |      | 5   |      |      |     |      |      |       |       | 6   |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|-----|------|------------------|-----|------|---|------|------|-----|------|------|-------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |      |      |       |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF  | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM    | WF  | BF    |       |
| E1           | #                              | 8    | 3    |     | 21   | 6    |       | 38   |     |      |                  |     |      | 1   | 1    |      | 2   | 1    |      | 5     |       |   | *     |       |
|              | %                              | 21.1 | 7.9  |     | 55.3 | 15.8 |       | 100.0  | 7.0 | 28.9 | 17.2             | NO  | NO   | 1.4   | 20.0 | 20.0 |     | 40.0 | 20.0 |       | 100.0 | YES   | YES   | 91.9% |
| E2A          | #                              | 19   | 9    |     | 86   | 57   | 1     | 172  | 5.5 | 38.4 | 28.8             | 0.3 | NO   | NO  | 4    | 1    |     | 5    | 4    |       | 14    | 94.5%   | YES   | YES   |
|              | %                              | 11.0 | 5.2  |     | 50.0 | 33.1 | 0.6   | 100.0  |     |      |                  |     |      |   | 28.6 | 7.1  |     | 35.7 | 28.6 |       | 100.0 |   |       |       |
| E2B          | #                              | 35   | 26   | 1   | 300  | 263  | 9     | 634  | 5.6 | 38.8 | 24.1             | 1.5 | NO   | NO  | 2    | 4    | 2   | 22   | 23   | 5     | 58    | 73.2%   | YES   | YES   |
|              | %                              | 5.5  | 4.1  | 0.2 | 47.3 | 41.5 | 1.4   | 100.0  |     |      |                  |     |      |   | 3.4  | 6.9  | 3.4 | 37.9 | 39.7 | 8.6   | 100.0 |   |       |       |
| E3           | #                              | 16   | 5    |     | 2    | 5    | 2     | 30   | 7.5 | 22.8 | 10.4             | NO  | 16.1 | NO  |      |      |     |      |      |       |       | YES   | 29.4% | YES   |
|              | %                              | 53.3 | 16.7 |     | 6.7  | 16.7 | 6.7   | 100.0  |     |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |
| E5           | #                              | 3    | 3    |     | 20   | 38   | 1     | 65   | 4.9 | 45.4 | 14.5             | 0.3 | 14.6 | NO  | 1    | 1    |     | 2    |      | 4     | 93.9% | 67.8%   | YES   |       |
|              | %                              | 4.6  | 4.6  |     | 30.8 | 58.5 | 1.5   | 100.0  |     |      |                  |     |      |   | 25.0 | 25.0 |     |      | 50.0 |       | 100.0 |   |       |       |
| E6           | #                              | 1    | 7    | 1   | 57   | 59   |       | 125  | 4.4 | 48.1 | 20.9             | NO  | 2.5  | NO  |      | 2    |     | 2    | 4    |       | 8     | YES   | 94.8% | YES   |
|              | %                              | 0.8  | 5.6  | 0.8 | 45.6 | 47.2 |       | 100.0  |     |      |                  |     |      |   |      | 25.0 |     | 25.0 | 50.0 |       | 100.0 |   |       |       |
|              | #                              |      |      |     |      |      |       |  |     |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |
|              | %                              |      |      |     |      |      |       |  |     |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |
|              | #                              |      |      |     |      |      |       |  |     |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |
|              | %                              |      |      |     |      |      |       |  |     |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |
|              | #                              |      |      |     |      |      |       |  |     |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |
|              | %                              |      |      |     |      |      |       |  |     |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    91.7 percent

Level of Goal Attainment for 2009:    93.5 percent

Level of Goal Attainment for 2010:    91.4 percent

## Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Lisa Campbell

| 1            |   | 2                              |    |    |      |      |      |       | 3  |      |      | 4                |      |     | 5   |    |    |       |    |       |       | 6   |       |       |
|--------------|---|--------------------------------|----|----|------|------|------|-------|--|------|------|------------------|------|-----|---|----|----|-------|----|-------|-------|---|-------|-------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |    |    |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |       |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              |   | WM                             | BM | OM | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM | OM | WF    | BF | OF    | TOTAL | BM  | WF    | BF    |
| E1           | # | 2                              |    |    | 11   | 3    | 1    | 17    | 2.9  | 30.8 | 4.2  | 2.9              | NO   | NO  |   |    |    |       |    | 1     | 1     | 0.0%  | YES   | YES   |
|              | % | 11.8                           |    |    | 64.7 | 17.6 | 5.9  | 100.0 |  |      |      |                  |      |     |   |    |    |       |    | 100.0 | 100.0 |   |       |       |
| E2           | # |                                |    |    | 5    |      | 1    | 6     | 4.9  | 27.6 | 6.8  | 4.9              | NO   | 6.8 |   |    |    |       |    |       |       | 0.0%  | YES   | 0.0%  |
|              | % |                                |    |    | 83.3 |      | 16.7 | 100.0 |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
| E4 and E5    | # | 23                             |    |    | 5    | 4    |      | 32    | 6.0  | 47.7 | 17.0 | 6.0              | 32.1 | 4.5 |   |    |    | 1     |    |       |       | 0.0%  | 32.7% | 73.5% |
|              | % | 71.9                           |    |    | 15.6 | 12.5 |      | 100.0 |  |      |      |                  |      |     |   |    |    | 100.0 |    |       |       |   |       |       |
|              | # |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | % |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | # |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | % |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | # |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | % |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | # |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | % |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | # |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |
|              | % |                                |    |    |      |      |      |       |  |      |      |                  |      |     |   |    |    |       |    |       |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    74.4 percent

Level of Goal Attainment for 2009:    81.5 percent

Level of Goal Attainment for 2010:    67.7 percent

## Insurance, Department of

Agency Director: Scott Richardson

EEO Officer: Benjamin I. Duncan, II

| 1             |   | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |    | 5   |     |    |      |      |    |       | 6   |       |     |
|---------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|----|---|-----|----|------|------|----|-------|---|-------|-----|
| EEO CATEGORY  |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |    | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |     |
|               |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF | WM  | BM  | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF  |
| E1            | # | 7                              | 2    |     | 6    | 3    |     | 18    | 2.4  | 30.1 | 5.1  | NO               | NO  | NO | 2   |     |    | 1    |      |    | 3     | YES   | YES   | YES |
|               | % | 38.9                           | 11.1 |     | 33.3 | 16.7 |     | 100.0 |  |      |      |                  |     |    | 66.7  |     |    | 33.3 |      |    | 100.0 |   |       |     |
| E2            | # | 17                             | 7    |     | 13   | 8    | 1   | 46    | 2.3  | 31.0 | 8.0  | NO               | 2.7 | NO | 5   | 1   |    | 3    | 2    |    | 11    | YES   | 91.3% | YES |
|               | % | 37.0                           | 15.2 |     | 28.3 | 17.4 | 2.2 | 100.0 |  |      |      |                  |     |    | 45.5  | 9.1 |    | 27.3 | 18.2 |    | 100.0 |   |       |     |
| E2,E5, and E6 | # |                                | 1    | 1   | 6    | 9    |     | 17    | 2.1  | 44.5 | 21.5 | NO               | 9.2 | NO |   |     |    |      |      |    |       | YES   | 79.3% | YES |
|               | % |                                | 5.9  | 5.9 | 35.3 | 52.9 |     | 100.0 |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |      |                  |     |    |   |     |    |      |      |    |       |   |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    88.8 percent

Level of Goal Attainment for 2009:    96.8 percent

Level of Goal Attainment for 2010:    96.7 percent

## John de la Howe School

Agency Director: Thomas W. Mayer

EEO Officer: Angelee T. Williams

| 1            | 2                              |      |      |    |      |      |       | 3  |      |      | 4                |      |     |     | 5   |    |      |      |    |       |       | 6   |       |  |
|--------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|------|-----|-----|---|----|------|------|----|-------|-------|---|-------|--|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |      |      |    |       |       | % OF Goals Met Based on Adjusted Availability |       |  |
|              | WM                             | BM   | OM   | WF | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM  | OM | WF   | BF   | OF | TOTAL | BM    | WF  | BF    |  |
| E1           | #                              | 1    | 1    |    |      | 2    | 4     |  |      |      |                  |      |     |     | 1   |    |      |      |    | 1     |       |   |       |  |
|              | %                              | 25.0 | 25.0 |    |      | 50.0 | 100.0 | 5.9  | 24.3 | 22.0 | NO               | 24.3 | NO  |     | 100.0   |    |      |      |    | 100.0 | YES   | 0.0%  | YES   |  |
| E2 and E3    | #                              | 8    | 5    |    |      | 7    | 22    |  |      |      |                  |      |     | 1   | 3   |    | 3    | 11   |    | 18    |       |   |       |  |
|              | %                              | 19.0 | 11.9 |    |      | 16.7 | 52.4  | 2.0  | 56.2 | 21.0 | NO               | 56.2 | 4.3 | 5.6 | 16.7  |    | 16.7 | 61.1 |    | 100.0 | YES   | 0.0%  | 79.5% |  |
| E5 and E6    | #                              |      | 1    |    | 6    | 3    | 10    |  |      |      |                  |      |     |     | 1   |    |      |      |    | 1     |       |   |       |  |
|              | %                              |      | 10.0 |    | 60.0 | 30.0 | 100.0 | 0.8  | 66.2 | 17.1 | NO               | 6.2  | NO  |     | 100.0   |    |      |      |    | 100.0 | YES   | 90.6%   | YES   |  |
| E7 and E8    | #                              | 4    | 1    |    | 1    | 4    | 10    |  |      |      |                  |      |     |     | 1   |    |      |      |    | 1     |       |   |       |  |
|              | %                              | 40.0 | 10.0 |    | 10.0 | 40.0 | 100.0 | 22.5   | 13.2 | 20.7 | 12.5             | 3.2  | NO  |     | 100.0   |    |      |      |    | 100.0 | 44.4% | 75.8%   | YES   |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |      |     |     |   |    |      |      |    |       |       |   |       |  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 74.6 percent

Level of Goal Attainment for 2009: 75.2 percent

Level of Goal Attainment for 2010: 80.9 percent



## Juvenile Justice, Department of

Agency Head: William Byars, Jr.

EEO Officer: Clara Rentz

| EEO GROUP: DATA HOME |                                |      |      |     |      |      |       |  |      |      |                  |      |      |   |       |      |     |       |      |       |   |       |       |      |
|----------------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|------|---|-------|------|-----|-------|------|-------|---|-------|-------|------|
| 1                    | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |      |      | 5   |       |      |     |       |      |       | 6   |       |       |      |
| EEO CATEGORY         | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |      |     |       |      |       | % OF Goals Met Based on Adjusted Availability |       |       |      |
|                      | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM    | OM   | WF  | BF    | OF   | TOTAL | BM  | WF    | BF    |      |
| E1                   | #                              | 5    | 1    |     | 5    | 1    | 12    | 2.5  | 17.3 | 1.8  | NO               | NO   | NO   |   |       |      | 1   |       |      | 1     | YES   | YES   | YES   |      |
|                      | %                              | 41.7 | 8.3  |     | 41.7 | 8.3  |       |  |      |      |                  |      |      | 100.0   |       |      |     | 100.0 |      |       |   |       |       |      |
| E2                   | #                              | 113  | 120  | 1   | 202  | 224  | 5     | 665  | 6.4  | 43.0 | 18.5             | NO   | 12.6 | NO  | 9     | 10   | 3   | 12    | 11   | 1     | 46  | YES   | 70.7% | YES  |
|                      | %                              | 17.0 | 18.0 | 0.2 | 30.4 | 33.7 | 0.8   | 100.0  |      |      |                  |      |      |   | 19.6  | 21.7 | 6.5 | 26.1  | 23.9 | 2.2   | 100.0   |       |       |      |
| E3                   | #                              | 11   | 3    | 1   | 7    | 4    | 1     | 27   | 4.6  | 35.8 | 14.3             | NO   | 9.9  | NO  |       |      |     |       |      |       | YES   | 72.3% | YES   |      |
|                      | %                              | 40.7 | 11.1 | 3.7 | 25.9 | 14.8 | 3.7   | 100.0  |      |      |                  |      |      |   |       |      |     |       |      |       |   |       |       |      |
| E4                   | #                              | 27   | 262  | 1   | 22   | 312  | 3     | 627  | 22.0 | 15.2 | 26.2             | NO   | 11.7 | NO  | 14    | 72   | 4   | 8     | 48   |       | 146   | YES   | 23.0% | YES  |
|                      | %                              | 4.3  | 41.8 | 0.2 | 3.5  | 49.8 | 0.5   | 100.0  |      |      |                  |      |      |   | 9.6   | 49.3 | 2.7 | 5.5   | 32.9 |       | 100.0   |       |       |      |
| E5                   | #                              | 5    | 8    |     | 24   | 26   |       | 63   | 5.0  | 48.4 | 17.1             | NO   | 10.3 | NO  |       |      |     | 1     | 1    |       | 2   | YES   | 78.7% | YES  |
|                      | %                              | 7.9  | 12.7 |     | 38.1 | 41.3 |       | 100.0  |      |      |                  |      |      |   |       |      |     | 50.0  | 50.0 |       | 100.0   |       |       |      |
| E6                   | #                              |      |      |     | 32   | 33   | 1     | 66   | 4.6  | 47.2 | 20.1             | 4.6  | NO   | NO  | 1     |      |     | 2     | 2    | 1     | 6   | 0.0%  | YES   | YES  |
|                      | %                              |      |      |     | 48.5 | 50.0 | 1.5   | 100.0  |      |      |                  |      |      |   | 16.7  |      |     | 33.3  | 33.3 | 16.7  | 100.0   |       |       |      |
| E7                   | #                              | 16   | 6    |     |      |      |       | 22   | 62.6 | 1.0  | 1.0              | 35.3 | 1.0  | 1.0   | 2     |      |     |       |      |       | 2   | 43.6% | 0.0%  | 0.0% |
|                      | %                              | 72.7 | 27.3 |     |      |      |       | 100.0  |      |      |                  |      |      |   | 100.0 |      |     |       |      | 100.0 |   |       |       |      |
| E8                   | #                              | 1    | 6    |     | 4    | 26   | 4     | 41   | 19.7 | 12.5 | 24.6             | 5.1  | 2.7  | NO  | 1     | 1    |     |       | 1    |       | 3   | 74.1% | 78.4% | YES  |
|                      | %                              | 2.4  | 14.6 |     | 9.8  | 63.4 | 9.8   | 100.0  |      |      |                  |      |      |   | 33.3  | 33.3 |     |       | 33.3 |       | 100.0   |       |       |      |
|                      | #                              |      |      |     |      |      |       |  |      |      |                  |      |      |   |       |      |     |       |      |       |   |       |       |      |
|                      | %                              |      |      |     |      |      |       |  |      |      |                  |      |      |   |       |      |     |       |      |       |   |       |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    87.0 percent

Level of Goal Attainment for 2009:    91.1 percent

Level of Goal Attainment for 2010:    83.7 percent

## Labor, Licensing and Regulation, Department of

Agency Director: Arienne R. Youmans

EEO Officer: Lynn N. Rivers

| 1            | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |      |      | 5   |     |      |       |      |    |       | 6   |       |       |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|------|---|-----|------|-------|------|----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |      |       |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM  | OM   | WF    | BF   | OF | TOTAL | BM  | WF    | BF    |
| E1           | # 6                            | 2    | 1   | 4    | 2    |     | 15    | 6.0  | 24.0 | 12.0 | NO               | NO   | NO   |   |     |      |       |      |    |       | YES   | YES   | YES   |
|              | % 40.0                         | 13.3 | 6.7 | 26.7 | 13.3 |     | 100.0 |  |      |      |                  |      |      |   |     |      |       |      |    |       |   |       |       |
| E2A          | # 38                           | 3    | 1   | 26   | 7    |     | 75    | 7.3  | 24.2 | 12.0 | 3.3              | NO   | 2.7  | 3   |     |      | 1     |      |    | 4     | 54.8%   | YES   | 77.5% |
|              | % 50.7                         | 4.0  | 1.3 | 34.7 | 9.3  |     | 100.0 |  |      |      |                  |      |      | 75.0  |     |      | 25.0  |      |    | 100.0 |   |       |       |
| E2B          | # 88                           | 16   | 1   | 41   | 19   | 1   | 166   | 8.5  | 29.5 | 12.1 | NO               | 4.8  | 0.7  | 4   | 1   | 2    | 5     | 1    |    | 13    | YES   | 83.7% | 94.2% |
|              | % 53.0                         | 9.6  | 0.6 | 24.7 | 11.4 | 0.6 | 100.0 |  |      |      |                  |      |      | 30.8  | 7.7 | 15.4 | 38.5  | 7.7  |    | 100.0 |   |       |       |
| E3           | # 8                            | 2    |     |      | 3    | 1   | 14    | 11.1   | 21.6 | 16.9 | NO               |      |      | 1   |     |      |       | 1    |    | 2     | YES   | 0.0%  | YES   |
|              | % 57.1                         | 14.3 |     |      | 21.4 | 7.1 | 100.0 |  |      |      |                  | 21.6 | NO   | 50.0  |     |      |       | 50.0 |    | 100.0 |   |       |       |
| E5           | # 1                            | 3    |     | 45   | 37   | 3   | 89    | 5.4  | 47.0 | 23.2 | 2.0              | NO   | NO   |   |     |      | 4     |      |    | 4     | 63.0%   | YES   | YES   |
|              | % 1.1                          | 3.4  |     | 50.6 | 41.6 | 3.4 | 100.0 |  |      |      |                  |      |      |   |     |      | 100.0 |      |    | 100.0 |   |       |       |
| E6           | #                              | 1    |     | 10   | 6    |     | 17    | 5.5  | 50.4 | 18.5 | NO               | NO   | NO   |   |     |      | 1     | 1    |    | 2     | YES   | YES   | YES   |
|              | %                              | 5.9  |     | 58.8 | 35.3 |     | 100.0 |  |      |      |                  |      |      |   |     |      | 50.0  | 50.0 |    | 100.0 |   |       |       |
| E7 and E8    | # 4                            | 2    |     |      |      |     | 6     | 29.3   | 6.1  | 22.5 | NO               | 6.1  | 22.5 |   |     |      |       |      |    |       | YES   | 0.0%  | 0.0%  |
|              | % 66.7                         | 33.3 |     |      |      |     | 100.0 |  |      |      |                  |      |      |   |     |      |       |      |    |       |   |       |       |
|              | #                              |      |     |      |      |     |       |  |      |      |                  |      |      |   |     |      |       |      |    |       |   |       |       |
|              | %                              |      |     |      |      |     |       |  |      |      |                  |      |      |   |     |      |       |      |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 86.3 percent

Level of Goal Attainment for 2009: 85.7 percent

Level of Goal Attainment for 2010: 83.7 percent

# Lander University

President: Dr. Daniel Ball

EEO Officer: Chris Newton

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |      | 5<br>HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |       |      |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|-------------------------------------|------|------|-----|------|------|-------|---|------|------|-----------------------|-----|------|--|------|------|-------|------|----|-------|--|-------|-------|
|                   | WM                                  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF   | WM   | BM   | OM   | WF    | BF   | OF | TOTAL | BM   | WF    | BF    |
|                   | #                                   |      |      |     |      |      |       |   |      |      |                       |     |      |  |      |      |       |      |    |       |  |       |       |
| C1 and E1         | #                                   | 13   |      |     | 9    | 1    | 23    |   |      |      |                       |     |      | 2  |      |      | 1     |      |    | 3     |  |       |       |
|                   | %                                   | 56.5 |      |     | 39.1 | 4.3  | 100.0 | 5.9   | 36.7 | 9.3  | 5.9                   | NO  | 5.0  | 66.7   |      |      | 33.3  |      |    | 100.0 | 0.0%   | YES   | 46.2% |
| C2 and C3         | #                                   | 16   |      | 1   | 12   |      | 30    |   |      |      |                       |     |      |  |      |      | 1     |      |    | 1     |  |       |       |
|                   | %                                   | 53.3 |      | 3.3 | 40.0 |      | 100.0 | 2.4   | 35.2 | 6.6  | 2.4                   | NO  | 6.6  |  |      |      | 100.0 |      |    | 100.0 | 0.0%   | YES   | 0.0%  |
| C4                | #                                   | 12   |      | 2   | 8    |      | 23    |   |      |      |                       |     |      | 1  |      | 1    |       |      |    | 2     |  |       |       |
|                   | %                                   | 52.2 |      | 8.7 | 34.8 |      | 100.0 | 5.7   | 43.4 | 8.2  | 5.7                   | 8.6 | 8.2  | 50.0   |      | 50.0 |       |      |    | 100.0 | 0.0%   | 80.2% | 0.0%  |
| C5                | #                                   | 22   |      | 1   | 21   | 3    | 47    |   |      |      |                       |     |      | 5  |      |      | 3     | 1    |    | 9     |  |       |       |
|                   | %                                   | 46.8 |      | 2.1 | 44.7 | 6.4  | 100.0 | 5.6   | 51.6 | 11.0 | 5.6                   | 6.9 | 4.6  | 55.6   |      |      | 33.3  | 11.1 |    | 100.0 | 0.0%   | 86.6% | 58.2% |
| C6, C7 and C9     | #                                   | 24   |      |     | 27   | 2    | 54    |   |      |      |                       |     |      | 3  |      |      | 10    |      |    | 13    |  |       |       |
|                   | %                                   | 44.4 |      |     | 50.0 | 3.7  | 100.0 | 6.5   | 45.2 | 14.2 | 6.5                   | NO  | 10.5 | 23.1   |      |      | 76.9  |      |    | 100.0 | 0.0%   | YES   | 26.1% |
| E2                | #                                   | 17   | 1    |     | 31   | 3    | 52    |   |      |      |                       |     |      | 3  | 1    |      | 3     |      |    | 7     |  |       |       |
|                   | %                                   | 32.7 | 1.9  |     | 59.6 | 5.8  | 100.0 | 5.1   | 47.7 | 12.3 | 3.2                   | NO  | 6.5  | 42.9   | 14.3 |      | 42.9  |      |    | 100.0 | 37.3%  | YES   | 47.2% |
| E3 and E4         | #                                   | 14   | 1    |     | 6    |      | 22    |   |      |      |                       |     |      | 3  | 1    |      | 1     |      |    | 5     |  |       |       |
|                   | %                                   | 63.6 | 4.5  |     | 27.3 |      | 100.0 | 12.0  | 23.2 | 7.1  | 7.5                   | NO  | 7.1  | 60.0   | 20.0 |      | 20.0  |      |    | 100.0 | 37.5%  | YES   | 0.0%  |
| E5 and E6         | #                                   | 3    |      |     | 45   | 1    | 49    |   |      |      |                       |     |      |  |      |      | 4     |      |    | 4     |  |       |       |
|                   | %                                   | 6.1  |      |     | 91.8 | 2.0  | 100.0 | 2.3   | 51.2 | 22.7 | 2.3                   | NO  | 20.7 |  |      |      | 100.0 |      |    | 100.0 | 0.0%   | YES   | 8.8%  |
| E7                | #                                   | 27   | 1    | 1   |      |      | 29    |   |      |      |                       |     | *    | 6  |      |      |       |      |    | 6     |  | *     | *     |
|                   | %                                   | 93.1 | 3.4  | 3.4 |      |      | 100.0 | 12.6  | 1.9  | 1.4  | 9.2                   | 1.9 | 1.4  | 100.0  |      |      |       |      |    | 100.0 | 27.0%  | 0.0%  | 0.0%  |
| E8                | #                                   | 11   | 7    |     | 4    | 8    | 31    |   |      |      |                       | *   | NO   | 1  | 1    |      |       | 1    |    | 3     |  | *     |       |
|                   | %                                   | 35.5 | 22.6 |     | 12.9 | 25.8 | 100.0 | 25.7  | 10.6 | 9.9  | 3.1                   | NO  | NO   | 33.3   | 33.3 |      |       | 33.3 |    | 100.0 | 87.9%  | YES   | YES   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    61.8 percent

Level of Goal Attainment for 2009:    54.3 percent

Level of Goal Attainment for 2010:    61.0 percent

## Law Enforcement Division, State

Agency Director: Reginald I. Lloyd

EEO Officer: Lynn Hutto

| EEO Goals: EEO-5 Data |                                |      |     |      |      |     |       |  |      |      |                  |     |      |   |       |    |       |       |    |       |   |      |       |
|-----------------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|------|---|-------|----|-------|-------|----|-------|---|------|-------|
| 1                     | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |      | 5   |       |    |       |       |    |       | 6   |      |       |
| EEO CATEGORY          | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |    |       |       |    |       | % OF Goals Met Based on Adjusted Availability |      |       |
|                       | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM    | OM | WF    | BF    | OF | TOTAL | BM  | WF   | BF    |
| E1                    | # 13                           | 2    | 2   | 3    | 1    |     | 21    | 19.6   | 9.3  | 3.0  | 10.1             | NO  | NO   |   |       |    |       |       |    |       | 48.5%   | YES  | YES   |
|                       | % 61.9                         | 9.5  | 9.5 | 14.3 | 4.8  |     | 100.0 |  |      |      |                  |     |      |   |       |    |       |       |    |       |   |      |       |
| E2A                   | # 38                           | 4    |     | 10   | 3    | 1   | 56    | 16.3   | 15.6 | 4.2  | 9.2              | NO  | NO   |   |       |    |       |       |    |       | 43.6%   | YES  | YES   |
|                       | % 67.9                         | 7.1  |     | 17.9 | 5.4  | 1.8 | 100.0 |  |      |      |                  |     |      |   |       |    |       |       |    |       |   |      |       |
| E2B                   | # 14                           | 2    | 1   | 17   | 6    |     | 40    | 4.9  | 32.9 | 6.5  | NO               | NO  | NO   | 1   |       |    |       |       |    | 1     | YES   | YES  | YES   |
|                       | % 35.0                         | 5.0  | 2.5 | 42.5 | 15.0 |     | 100.0 |  |      |      |                  |     |      | 100.0   | 100.0 |    |       |       |    |       |   |      |       |
| E3                    | # 12                           | 6    | 1   | 39   | 15   | 4   | 77    | 7.0  | 35.1 | 13.0 | NO               | NO  | NO   |   |       |    |       |       |    |       | YES   | YES  | YES   |
|                       | % 15.6                         | 7.8  | 1.3 | 50.6 | 19.5 | 5.2 | 100.0 |  |      |      |                  |     |      |   |       |    |       |       |    |       |   |      |       |
| E4A                   | # 44                           | 10   |     | 7    | 4    |     | 65    | 14.5   | 8.6  | 2.1  | NO               | NO  | NO   |   |       |    |       |       |    |       | YES   | YES  | YES   |
|                       | % 67.7                         | 15.4 |     | 10.8 | 6.2  |     | 100.0 |  |      |      |                  |     |      |   |       |    |       |       |    |       |   |      |       |
| E4B                   | # 85                           | 21   | 1   | 43   | 8    | 1   | 159   | 14.9   | 9.0  | 3.2  | 1.7              | NO  | NO   | 2   | 1     |    |       |       |    | 3     | 88.6%   | YES  | YES   |
|                       | % 53.5                         | 13.2 | 0.6 | 27.0 | 5.0  | 0.6 | 100.0 |  |      |      |                  |     |      | 66.7  | 33.3  |    |       |       |    | 100.0 |   |      |       |
| E5                    | # 1                            | 1    |     | 17   | 2    |     | 21    | 3.2  | 51.7 | 27.2 | NO               | NO  | 17.7 |   |       |    | 1     |       |    | 1     | YES   | YES  | 34.9% |
|                       | % 4.8                          | 4.8  |     | 81.0 | 9.5  |     | 100.0 |  |      |      |                  |     |      |   |       |    | 100.0 | 100.0 |    |       |   |      |       |
| E6                    | #                              |      |     | 7    | 7    |     | 14    | 7.0  | 37.2 | 30.0 | 7.0              | NO  | NO   |   |       |    |       |       |    |       | 0.0%  | YES  | YES   |
|                       | %                              |      |     | 50.0 | 50.0 |     | 100.0 |  |      |      |                  |     |      |   |       |    |       |       |    |       |   |      |       |
| E7 and E8             | # 3                            |      |     |      | 1    |     | 4     | 42.6   | 5.3  | 11.3 | 42.6             | 5.3 | NO   |   |       |    |       |       |    |       | 0.0%  | 0.0% | YES   |
|                       | % 75.0                         |      |     |      | 25.0 |     | 100.0 |  |      |      |                  |     |      |   |       |    |       |       |    |       |   |      |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    83.5 percent

Level of Goal Attainment for 2009:    83.8 percent

Level of Goal Attainment for 2010:    88.6 percent

## South Carolina State Library

Agency Director: David S. Goble

EEO Officer: Leesa M. Benggio

| 1            | 2                              |       |      |    |      |      |    | 3  |      |      | 4                |      |      | 5   |      |      |    |      |      |    | 6   |      |       |      |
|--------------|--------------------------------|-------|------|----|------|------|----|--|------|------|------------------|------|------|---|------|------|----|------|------|----|---|------|-------|------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |       |      |    |      |      |    | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |      |      |    | % OF Goals Met Based on Adjusted Availability |      |       |      |
|              | #                              | WM    | BM   | OM | WF   | BF   | OF | TOTAL  | BM   | WF   | BF               | BM   | WF   | BF  | WM   | BM   | OM | WF   | BF   | OF | TOTAL   | BM   | WF    | BF   |
| E1 and E2    | #                              | 6     | 1    |    | 14   | 3    |    | 24   |      |      |                  |      |      |   | 3    | 1    |    | 1    | 1    |    | 6   |      |       |      |
|              | %                              | 25.0  | 4.2  |    | 58.3 | 12.5 |    | 100.0  | 2.7  | 54.2 | 8.4              | NO   | NO   | NO  | 50.0 | 16.7 |    | 16.7 | 16.7 |    | 100.0   | YES  | YES   | YES  |
| E3 and E5    | #                              | 2     | 1    |    | 3    | 2    |    | 8  | 5.4  | 49.6 | 13.6             | NO   | 12.1 | NO  |      |      |    |      |      |    |   | YES  | 75.6% | YES  |
|              | %                              | 25.0  | 12.5 |    | 37.5 | 25.0 |    | 100.0  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
| E6           | #                              | 4     |      |    |      |      |    | 4  | 16.7 | 30.4 | 25.4             | 16.7 | 30.4 | 25.4  |      |      |    |      |      |    |   | 0.0% | 0.0%  | 0.0% |
|              | %                              | 100.0 |      |    |      |      |    | 100.0  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | #                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | %                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | #                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | %                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | #                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | %                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | #                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | %                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | #                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | %                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | #                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |
|              | %                              |       |      |    |      |      |    |  |      |      |                  |      |      |   |      |      |    |      |      |    |   |      |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    84.8 percent  
Level of Goal Attainment for 2009:    73.8 percent  
Level of Goal Attainment for 2010:    72.0 percent

## Lieutenant Governor's Office

Agency Director: Andre' Bauer

EEO Officer: Trina Poole

| 1            |   | 2                              |     |    |       |      |    |       | 3  |      |     | 4                |    |      | 5   |    |    |    |      |    |       | 6   |     |       |
|--------------|---|--------------------------------|-----|----|-------|------|----|-------|--|------|-----|------------------|----|------|---|----|----|----|------|----|-------|---|-----|-------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |     |    |       |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |      |    |       | % OF Goals Met Based on Adjusted Availability |     |       |
|              |   | WM                             | BM  | OM | WF    | BF   | OF | TOTAL | BM   | WF   | BF  | BM               | WF | BF   | WM  | BM | OM | WF | BF   | OF | TOTAL | BM  | WF  | BF    |
| E1           | # | 5                              |     |    | 6     | 3    |    | 14    | 2.6  | 8.5  | 5.1 | 2.6              | NO | NO   | 2   |    |    |    | 1    |    | 3     | 0.0%*   | YES | YES   |
|              | % | 35.7                           |     |    | 42.9  | 21.4 |    | 100.0 |  |      |     |                  |    |      | 66.7  |    |    |    | 33.3 |    | 100.0 |   |     |       |
| E2           | # | 8                              | 2   |    | 7     | 8    |    | 25    | 4.8  | 11.7 | 5.6 | NO               | NO | NO   | 2   |    |    |    | 1    |    | 3     | YES   | YES | YES   |
|              | % | 32.0                           | 8.0 |    | 28.0  | 32.0 |    | 100.0 |  |      |     |                  |    |      | 66.7  |    |    |    | 33.3 |    | 100.0 |   |     |       |
| E3           | # |                                |     |    | 1     |      |    | 1     | 3.9  | 5.3  | 0.1 | 3.9              | NO | 0.1* |   |    |    |    |      |    |       | 0.0%*   | YES | 0.0%* |
|              | % |                                |     |    | 100.0 |      |    | 100.0 |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | # |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | % |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | # |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | % |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | # |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | % |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | # |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | % |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | # |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |
|              | % |                                |     |    |       |      |    |       |  |      |     |                  |    |      |   |    |    |    |      |    |       |   |     |       |

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**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    100.0 percent  
Level of Goal Attainment for 2009:    100.0 percent  
Level of Goal Attainment for 2010:    100.0 percent

## Medical University of South Carolina (Page 1 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

| 1            | 2                              |      |     |       |      |      |       | 3  |      |     | 4                |     |      | 5   |     |       |       |      |      |       | 6   |       |       |
|--------------|--------------------------------|------|-----|-------|------|------|-------|--|------|-----|------------------|-----|------|---|-----|-------|-------|------|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2009 |      |     |       |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2008 - 09/30/2009 |     |       |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF    | BF   | OF   | TOTAL | BM   | WF   | BF  | BM               | WF  | BF   | WM  | BM  | OM    | WF    | BF   | OF   | TOTAL | BM  | WF    | BF    |
| C1           | #                              |      |     | 1     |      |      | 1     | 2.6  | 17.8 | 1.9 | 2.6              | *   |      |   |     |       | 1     |      |      | 1     | 0.0%  | *     | *     |
|              | %                              |      |     | 100.0 |      |      | 100.0 |  |      |     |                  | NO  | 1.9  |   |     |       | 100.0 |      |      | 100.0 |   | YES   | 0.0%  |
| C2           | #                              | 28   |     | 1     | 3    |      | 32    | 2.4  | 28.9 | 3.2 | 2.4              | *   | 19.5 |   |     | 1     |       |      |      | 1     | 0.0%  | *     |       |
|              | %                              | 87.5 |     | 3.1   | 9.4  |      | 100.0 |  |      |     |                  |     |      |   |     | 100.0 |       |      |      | 100.0 |   | 32.5% | 0.0%  |
| C3           | #                              | 207  | 4   | 19    | 61   | 2    | 5     | 0.1  | 27.3 | 2.4 | NO               | 6.8 | 1.7  | 4   |     |       |       | 1    |      | 5     | YES   | 75.1% | 29.2% |
|              | %                              | 69.5 | 1.3 | 6.4   | 20.5 | 0.7  | 100.0 |  |      |     |                  |     |      | 80.0  |     |       |       | 20.0 |      | 100.0 |   |       |       |
| C4           | #                              | 117  | 4   | 17    | 82   | 3    | 10    | 2.1  | 28.2 | 2.4 | 0.4              | *   |      | 4   |     |       | 2     |      | 2    | 8     | 81.0%   | *     |       |
|              | %                              | 50.2 | 1.7 | 7.3   | 35.2 | 1.3  | 100.0 |  |      |     |                  | NO  | 1.1  | 50.0  |     |       | 25.0  |      | 25.0 | 100.0 |   | YES   | 54.2% |
| C5           | #                              | 248  | 13  | 66    | 225  | 11   | 33    | 2.1  | 29.8 | 2.6 | NO               | NO  | 0.8  | 30  | 1   | 7     | 22    |      | 8    | 68    | YES   | YES   | 69.2% |
|              | %                              | 41.6 | 2.2 | 11.1  | 37.8 | 1.8  | 100.0 |  |      |     |                  |     |      | 44.1  | 1.5 | 10.3  | 32.4  |      | 11.8 | 100.0 |   |       |       |
| C6           | #                              | 57   | 4   | 12    | 119  | 11   | 3     | 2.3  | 41.0 | 4.3 | 0.4              | *   |      | 21  |     | 4     | 21    | 4    | 1    | 51    | 82.6%   | *     |       |
|              | %                              | 27.7 | 1.9 | 5.8   | 57.8 | 5.3  | 100.0 |  |      |     |                  | NO  | NO   | 41.2  |     | 7.8   | 41.2  | 7.8  | 2.0  | 100.0 |   | YES   | YES   |
| C8           | #                              | 9    | 1   | 3     | 8    | 1    | 4     | 2.2  | 35.9 | 3.7 | NO               |     |      | 3   |     |       | 1     |      |      | 4     | YES   | 85.8% | YES   |
|              | %                              | 34.6 | 3.8 | 11.5  | 30.8 | 3.8  | 100.0 |  |      |     |                  | 5.1 | NO   | 75.0  |     |       | 25.0  |      |      | 100.0 |   |       |       |
| E1A          | #                              | 19   |     |       | 17   | 2    | 38    | 3.4  | 38.4 | 4.3 | 3.4              | NO  | NO   |   |     |       | 1     |      |      | 1     | 0.0%  | YES   | YES   |
|              | %                              | 50.0 |     |       | 44.7 | 5.3  | 100.0 |  |      |     |                  |     |      |   |     |       | 100.0 |      |      | 100.0 |   |       |       |
| E1B          | #                              | 28   | 2   | 3     | 58   | 11   | 1     | 3.4  | 38.4 | 4.3 |                  |     |      | 1   |     |       | 10    | 1    |      | 12    | 55.9%   | YES   | YES   |
|              | %                              | 27.2 | 1.9 | 2.9   | 56.3 | 10.7 | 100.0 |  |      |     | 1.5              | NO  | NO   | 8.3   |     |       | 83.3  | 8.3  |      | 100.0 |   | YES   | YES   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    81.7 percent

Level of Goal Attainment for 2009:    81.9 percent

Level of Goal Attainment for 2010:    83.2 percent

## Medical University of South Carolina (Page 2 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

| 1            |   | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |      |     | 5   |      |    |       |      |      |       | 6   |       |       |
|--------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|-----|---|------|----|-------|------|------|-------|---|-------|-------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM | WF    | BF   | OF   | TOTAL | BM  | WF    | BF    |
| E2A          | # | 49                             | 6    | 5   | 240  | 46   | 13  | 359   | 2.9  | 49.8 | 9.2  | 1.2              | NO   | NO  | 8   |      |    | 33    | 4    | 2    | 47    | 58.6%   | YES   | YES   |
|              | % | 13.6                           | 1.7  | 1.4 | 66.9 | 12.8 | 3.6 | 100.0 |  |      |      |                  |      |     | 17.0  |      |    | 70.2  | 8.5  | 4.3  | 100.0 |   |       |       |
| E2B          | # | 1                              |      |     | 7    |      |     | 8     | 0.9  | 69.2 | 8.7  | 0.9              | NO   | 8.7 |   |      |    |       |      |      |       | 0.0%  | YES   | 0.0%  |
|              | % | 12.5                           |      |     | 87.5 |      |     | 100.0 |  |      |      |                  |      |     |   |      |    |       |      |      |       |   |       |       |
| E2C          | # | 10                             | 5    |     | 70   | 27   | 6   | 118   | 4.6  | 36.5 | 18.1 | 0.4              | NO   | NO  | 3   |      |    | 18    | 4    | 2    | 27    | 91.3%   | YES   | YES   |
|              | % | 8.5                            | 4.2  |     | 59.3 | 22.9 | 5.1 | 100.0 |  |      |      |                  |      |     | 11.1  |      |    | 66.7  | 14.8 | 7.4  | 100.0 |   |       |       |
| E2D          | # | 27                             | 4    | 1   | 18   | 5    | 2   | 57    | 8.6  | 34.1 | 1.4  | 1.6              | 2.5  | NO  | 3   |      |    | 4     |      | 1    | 8     | 81.4%   | 92.7% | YES   |
|              | % | 47.4                           | 7.0  | 1.8 | 31.6 | 8.8  | 3.5 | 100.0 |  |      |      |                  |      |     | 37.5  |      |    | 50.0  |      | 12.5 | 100.0 |   |       |       |
| E2F          | # | 2                              | 1    |     | 3    |      |     | 6     | 6.1  | 10.9 | 0.3  | NO               | NO   | 0.3 |   |      |    |       |      |      |       | YES   | YES   | 0.0%  |
|              | % | 33.3                           | 16.7 |     | 50.0 |      |     | 100.0 |  |      |      |                  |      |     |   |      |    |       |      |      |       |   |       |       |
| E2G          | # | 8                              | 3    |     | 49   | 5    | 2   | 67    | 4.6  | 67.3 | 7.9  | 0.1              | NO   | 0.4 |   |      |    | 10    | 1    |      | 11    | 97.8%   | YES   | 94.9% |
|              | % | 11.9                           | 4.5  |     | 73.1 | 7.5  | 3.0 | 100.0 |  |      |      |                  |      |     |   |      |    | 90.9  | 9.1  |      | 100.0 |   |       |       |
| E3A          | # | 16                             | 3    | 1   | 9    | 4    | 3   | 36    | 4.6  | 36.2 | 11.0 | NO               | 11.2 | NO  | 4   |      |    |       | 1    | 2    | 7     | YES   | 69.1% | YES   |
|              | % | 44.4                           | 8.3  | 2.8 | 25.0 | 11.1 | 8.3 | 100.0 |  |      |      |                  |      |     | 57.1  |      |    |       | 14.3 | 28.6 | 100.0 |   |       |       |
| E3B          | # | 8                              | 3    |     | 3    | 1    |     | 15    | 8.3  | 36.2 | 11.0 | NO               | 16.2 | 4.3 |   |      |    | 1     |      |      | 1     | YES   | 55.2% | 60.9% |
|              | % | 53.3                           | 20.0 |     | 20.0 | 6.7  |     | 100.0 |  |      |      |                  |      |     |   |      |    | 100.0 |      |      | 100.0 |   |       |       |
| E3C          | # | 3                              | 6    | 2   | 13   | 3    |     | 27    | 4.9  | 65.1 | 7.3  | NO               | 17.0 | NO  |   | 1    |    | 4     |      |      | 5     | YES   | 73.9% | YES   |
|              | % | 11.1                           | 22.2 | 7.4 | 48.1 | 11.1 |     | 100.0 |  |      |      |                  |      |     |   | 20.0 |    | 80.0  |      |      | 100.0 |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 81.7 percent

Level of Goal Attainment for 2009: 81.8 percent

Level of Goal Attainment for 2010: 83.2 percent



## Medical University of South Carolina (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

| 1            | 2                              |      |      |      |      |      |       | 3  |      |      | 4                |      |     | 5   |       |      |       |      |      |       | 6   |       |        |
|--------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|------|-----|---|-------|------|-------|------|------|-------|---|-------|--------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |      |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |        |
|              | WM                             | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM    | OM   | WF    | BF   | OF   | TOTAL | BM  | WF    | BF     |
| E3D          | # 1                            | 1    |      | 15   | 4    | 1    | 22    |  |      |      |                  |      |     |   |       |      |       |      |      |       |   |       |        |
|              | % 4.5                          | 4.5  |      | 66.2 | 18.2 | 4.5  | 100.0 | 1.4  | 81.0 | 11.8 | NO               | 14.8 | NO  |   |       |      |       |      |      |       | YES   | 81.7% | YES    |
| E3E          | # 5                            | 2    | 1    | 13   | 6    | 2    | 29    |  |      |      |                  |      |     |   |       |      | 7     | 2    |      | 9     |   |       |        |
|              | % 17.2                         | 6.9  | 3.4  | 44.8 | 20.7 | 6.9  | 100.0 | 4.9  | 53.4 | 20.9 | NO               | 8.6  | 0.2 |   |       |      | 77.8  | 22.2 |      | 100.0 | YES   | 83.9% | 99.0%* |
| E3F          | # 8                            | 1    | 6    | 27   | 3    | 2    | 47    |  |      |      |                  | *    |     | 3   |       | 1    | 4     | 1    | 1    | 10    | *   | YES   | YES    |
|              | % 17.0                         | 2.1  | 12.8 | 57.4 | 6.4  | 4.3  | 100.0 | 2.8  | 41.2 | 5.4  | 0.7              | NO   | NO  | 30.0  |       | 10.0 | 40.0  | 10.0 | 10.0 | 100.0 | 75.0%   | YES   | YES    |
| E4A          | # 2                            | 37   | 12   | 2    | 10   |      | 63    |  |      |      |                  |      |     | 7   | 2     | 1    | 1     |      | 1    | 12    |   |       |        |
|              | % 3.2                          | 58.7 | 19.0 | 3.2  | 15.9 |      | 100.0 | 17.3   | 10.6 | 5.4  | NO               | 7.4  | NO  | 58.3  | 16.7  | 8.3  | 8.3   |      | 8.3  | 100.0 | YES   | 30.2% | YES    |
| E5A          | # 2                            | 2    | 1    | 25   | 13   |      | 43    |  |      |      |                  |      |     |   |       |      | 3     | 2    |      | 5     |   |       |        |
|              | % 4.7                          | 4.7  | 2.3  | 58.1 | 30.2 |      | 100.0 | 1.8  | 74.3 | 12.2 | NO               | 16.2 | NO  |   |       |      | 60.0  | 40.0 |      | 100.0 | YES   | 78.2% | YES    |
| E6A          | # 13                           | 5    | 1    | 174  | 108  | 4    | 305   |  |      |      | *                |      |     | 1   |       |      | 44    | 14   | 4    | 63    | *   |       |        |
|              | % 4.3                          | 1.6  | 0.3  | 57.0 | 35.4 | 1.3  | 100.0 | 1.7  | 77.8 | 15.9 | 0.1              | 20.8 | NO  | 1.6   |       |      | 69.8  | 22.2 | 6.3  | 100.0 | 94.1%   | 73.3% | YES    |
| E6B          | # 1                            | 5    |      | 1    | 8    | 2    | 17    |  |      |      |                  |      |     | 3   | 3     |      |       |      |      | 6     |   |       |        |
|              | % 5.9                          | 29.4 |      | 5.9  | 47.1 | 11.8 | 100.0 | 9.6  | 45.0 | 27.6 | NO               | 39.1 | NO  | 50.0  | 50.0  |      |       |      |      | 100.0 | YES   | 13.1% | YES    |
| E7A          | # 62                           | 39   | 6    |      | 2    |      | 109   |  |      |      |                  |      |     |   |       |      | 1     |      |      | 1     |   |       |        |
|              | % 56.9                         | 35.8 | 5.5  |      | 1.8  |      | 100.0 | 29.1   | 3.1  | 4.5  | NO               | 3.1  | 2.7 |   |       |      | 100.0 |      |      | 100.0 | YES   | 0.0%  | 40.0%  |
| E8A          | # 4                            | 20   |      | 1    | 39   |      | 64    |  |      |      |                  |      |     |   | 1     |      |       |      |      | 1     |   |       |        |
|              | % 6.3                          | 31.3 |      | 1.6  | 60.9 |      | 100.0 | 28.7   | 12.2 | 17.2 | NO               | 10.6 | NO  |   | 100.0 |      |       |      |      | 100.0 | YES   | 13.1% | YES    |
| E8B          | # 4                            | 13   | 1    | 1    | 17   |      | 35.0  |  |      |      |                  |      |     |   |       |      |       |      |      |       |   |       |        |
|              | % 11.1                         | 36.1 | 2.8  | 2.8  | 47.2 |      | 100.0 | 56.2   | 13.7 | 13.9 | 20.1             | 10.9 | NO  |   |       |      |       |      |      |       | 64.2%   | 20.4% | YES    |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

**If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.**

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    81.7 percent

Level of Goal Attainment for 2009:    81.8 percent

Level of Goal Attainment for 2010:    83.2 percent

# Medical University Hospital Authority

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

| 1            | 2                              |     |     |      |      |     |       | 3  |      |      | 4                |    |     | 5   |     |     |       |      |     |       | 6   |     |       |
|--------------|--------------------------------|-----|-----|------|------|-----|-------|--|------|------|------------------|----|-----|---|-----|-----|-------|------|-----|-------|---|-----|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |     |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |     |       |      |     |       | % OF Goals Met Based on Adjusted Availability |     |       |
|              | WM                             | BM  | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF | BF  | WM  | BM  | OM  | WF    | BF   | OF  | TOTAL | BM  | WF  | BF    |
| E101         | # 7                            |     |     | 7    |      |     | 14    | 2.6  | 26.7 | 0.5  | 2.6              | NO | 0.5 | 1   |     |     | 1     |      |     | 2     | 0.0%  | YES | 0.0%  |
|              | % 50.0                         |     |     | 50.0 |      |     | 100.0 |  |      |      |                  |    |     | 50.0  |     |     | 50.0  |      |     | 100.0 |   |     |       |
| E102         | # 12                           | 2   |     | 20   | 1    |     | 35    | 1.9  | 23.0 | 2.1  | NO               | NO | NO  | 1   |     |     |       | 1    |     | 2     | YES   | YES | YES   |
|              | % 34.3                         | 5.7 |     | 57.1 | 2.9  |     | 100.0 |  |      |      |                  |    |     | 50.0  |     |     |       | 50.0 |     | 100.0 | YES   | YES | YES   |
| E204         | # 75                           | 4   | 4   | 81   | 7    | 3   | 174   | 3.0  | 33.0 | 5.6  | 0.7              | NO | 1.6 | 10  |     |     | 12    | 1    |     | 23    | 76.7%   | YES | 71.4% |
|              | % 43.1                         | 2.3 | 2.3 | 46.6 | 4.0  | 1.7 | 100.0 |  |      |      |                  |    |     | 43.5  |     |     | 52.2  | 4.3  |     | 100.0 |   |     |       |
| E206         | # 22                           | 3   | 2   | 94   | 31   | 2   | 154   | 4.3  | 30.9 | 7.5  | 2.4              | NO | NO  | 7   | 1   | 1   | 18    | 4    |     | 31    | 44.2%   | YES | YES   |
|              | % 14.3                         | 1.9 | 1.3 | 61.0 | 20.1 | 1.3 | 100.0 |  |      |      |                  |    |     | 22.6  | 3.2 | 3.2 | 58.1  | 12.9 |     | 100.0 |   |     |       |
| E108         | # 10                           |     |     | 120  | 10   | 3   | 143   | 0.5  | 69.3 | 8.4  | 0.5              | NO | 1.4 | 2   |     |     | 12    | 3    |     | 17    | 0.0%  | YES | 83.3% |
|              | % 7.0                          |     |     | 83.9 | 7.0  | 2.1 | 100.0 |  |      |      |                  |    |     | 11.8  |     |     | 70.6  | 17.6 |     | 100.0 |   |     |       |
| E109         | # 8                            | 1   |     | 14   |      |     | 23    | 2.8  | 50.2 | 7.7  | NO               | NO | 7.7 |   |     |     | 2     |      |     | 2     | YES   | YES | 0.0%  |
|              | % 34.8                         | 4.3 |     | 60.9 |      |     | 100.0 |  |      |      |                  |    |     |   |     |     | 100.0 |      |     | 100.0 |   |     |       |
| E215         | # 7                            | 3   |     | 38   | 12   | 1   | 61    | 5.6  | 42.1 | 20.0 | 0.7              | NO | 0.3 |   |     |     | 4     | 3    |     | 7     | 87.5%   | YES | 98.5% |
|              | % 11.5                         | 4.9 |     | 62.3 | 19.7 | 1.6 | 100.0 |  |      |      |                  |    |     |   |     |     | 57.1  | 42.9 |     | 100.0 |   |     |       |
| E224         | # 23                           | 2   | 3   | 92   | 29   | 8   | 157   | 2.9  | 51.8 | 10.0 | 1.6              | NO | NO  | 1   | 1   |     | 9     | 1    | 1   | 13    | 44.8%   | YES | YES   |
|              | % 14.6                         | 1.3 | 1.9 | 58.6 | 18.5 | 5.1 | 100.0 |  |      |      |                  |    |     | 7.7   | 7.7 |     | 69.2  | 7.7  | 7.7 | 100.0 |   |     |       |
| E225         | # 108                          | 5   | 4   | 256  | 27   | 7   | 407   | 2.4  | 47.6 | 6.0  | 1.2              | NO | NO  | 11  | 1   | 1   | 31    | 4    | 1   | 49    | 50.0%   | YES | YES   |
|              | % 26.5                         | 1.2 | 1.0 | 62.9 | 6.6  | 1.7 | 100.0 |  |      |      |                  |    |     | 22.4  | 2.0 | 2.0 | 63.3  | 8.2  | 2.0 | 100.0 |   |     |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage  
WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 86.6 percent

Level of Goal Attainment for 2009: 84.2 percent

Level of Goal Attainment for 2010: 88.2 percent

## Medical University Hospital Authority (Page 2 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |      | 5   |      |      |     |      |      |       | 6   |       |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|-----|------|------|-------|---|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF    | BF    |       |
| E227         | #                              | 152  | 7    | 17  | 1565 | 143  | 89    | 1973   | 0.1  | 69.2 | 9.0              | 5.3 | NO   | NO  | 33   | 2    | 4   | 316  | 27   | 8     | 390   |       |       |       |
|              | %                              | 7.7  | 0.4  | 0.9 | 79.3 | 7.2  | 4.5   | 100.0  |      |      |                  |     |      |   | 8.5  | 0.5  | 1.0 | 81.0 | 6.9  | 2.1   | 100.0   | 7.0%  | YES   | YES   |
| E330         | #                              | 48   | 7    | 3   | 23   | 6    | 3     | 90   | 5.7  | 24.3 | 4.1              |     |      |   | 8    | 1    | 1   | 7    | 1    |       | 18  |       |       |       |
|              | %                              | 53.3 | 7.8  | 3.3 | 25.6 | 6.7  | 3.3   | 100.0  |      |      |                  | NO  | 32.0 | 6.4   | 44.4 | 5.6  | 5.6 | 38.9 | 5.6  |       | 100.0   | YES   | 44.4% | 51.1% |
| E331         | #                              | 10   | 1    |     | 34   | 17   | 2     | 64   | 3.0  | 57.6 | 13.1             |     |      |   | 2    |      |     | 11   | 4    |       | 17  |       |       |       |
|              | %                              | 15.6 | 1.6  |     | 53.1 | 26.6 | 3.1   | 100.0  |      |      |                  | 2.2 | NO   | 20.3  | 11.8 |      |     | 64.7 | 23.5 |       | 100.0   | 42.1% | YES   | 56.7% |
| E333         | #                              | 93   | 45   | 18  | 218  | 398  | 31    | 803  | 3.8  | 30.8 | 46.9             |     |      |   | 41   | 8    | 18  | 105  | 53   | 11    | 236   |       |       |       |
|              | %                              | 11.6 | 5.6  | 2.2 | 27.1 | 49.6 | 3.9   | 100.0  |      |      |                  | NO  | 32.8 | NO  | 17.4 | 3.4  | 7.6 | 44.5 | 22.5 | 4.7   | 100.0   | YES   | 45.2% | YES   |
| E334         | #                              | 58   | 12   | 4   | 117  | 20   | 3     | 214  | 1.4  | 59.9 | 9.7              | 9.5 | NO   | NO  | 3    |      |     | 8    | 2    |       | 13  |       |       |       |
|              | %                              | 27.1 | 5.6  | 1.9 | 54.7 | 9.3  | 1.4   | 100.0  |      |      |                  |     |      |   | 23.1 |      |     | 51.5 | 15.4 |       | 100.0   | 37.1% | YES   | YES   |
| E447         | #                              | 23   | 31   | 2   | 3    | 11   | 1     | 71   | 15.1 | 8.8  | 3.2              |     |      |   | 5    | 2    |     | 1    |      |       | 8   |       |       |       |
|              | %                              | 32.4 | 43.7 | 2.8 | 4.2  | 15.5 | 1.4   | 100.0  |      |      |                  | NO  | 20.7 | 22.2  | 62.5 | 25.0 |     | 12.5 |      |       | 100.0   | YES   | 16.9% | 41.1% |
| E550         | #                              | 4    |      |     | 43   | 54   | 3     | 104  | 5.3  | 24.9 | 37.7             |     |      |   | 1    |      |     | 8    | 3    |       | 12  |       |       |       |
|              | %                              | 3.8  |      |     | 41.3 | 51.9 | 2.9   | 100.0  |      |      |                  | 2.6 | 7.3  | NO  | 8.3  |      |     | 66.7 | 25.0 |       | 100.0   | 0.0%  | 85.0% | YES   |
| E551         | #                              | 35   | 9    | 4   | 61   | 35   | 3     | 147  | 2.6  | 48.6 | 22.6             |     |      |   | 13   |      | 2   | 15   | 3    | 1     | 34  |       |       |       |
|              | %                              | 23.8 | 6.1  | 2.7 | 41.5 | 23.8 | 2.0   | 100.0  |      |      |                  | 1.7 | 1.3  | NO  | 38.2 |      | 5.9 | 44.1 | 8.8  | 2.9   | 100.0   | 78.2% | 97.0% | YES   |
| E552         | #                              | 16   | 13   | 1   | 30   | 33   |       | 93   | 7.8  | 42.8 | 15.8             |     |      |   | 3    | 1    |     | 10   | 10   |       | 24  |       |       |       |
|              | %                              | 17.2 | 14.0 | 1.1 | 32.3 | 35.5 |       | 100.0  |      |      |                  | NO  | 10.5 | NO  | 12.5 | 4.2  |     | 41.7 | 41.7 |       | 100.0   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    86.6 percent

Level of Goal Attainment for 2009:    84.2 percent

Level of Goal Attainment for 2010:    88.2 percent

## Medical University Hospital Authority (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

| 1            |   | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |      |    | 5   |      |     |      |      |     |       | 6   |       |     |
|--------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|----|---|------|-----|------|------|-----|-------|---|-------|-----|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |     |      |      |     |       | % OF Goals Met Based on Adjusted Availability |       |     |
|              |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF | WM  | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF    | BF  |
| E660         | # | 45                             | 20   | 4   | 269  | 432  | 26  | 796   | 2.7  | 37.2 | 33.7 | 0.2              | 3.4  | NO | 8   | 21   | 6   | 66   | 56   | 4   | 161   | 92.6%   | 90.9% | YES |
|              | % | 5.7                            | 2.5  | 0.5 | 33.8 | 54.3 | 3.3 | 100.0 |  |      |      |                  |      |    | 5.0   | 13.0 | 3.7 | 41.0 | 34.8 | 2.5 | 100.0 |   |       |     |
| E772         | # | 63                             | 35   | 7   | 2    | 2    |     | 109   | 15.4   | 5.9  | 0.1  | NO               | 4.1  | NO | 24  | 3    |     |      |      |     | 27    | YES   | 30.5% | YES |
|              | % | 57.8                           | 32.1 | 6.4 | 1.8  | 1.8  |     | 100.0 |  |      |      |                  |      |    | 88.9  | 11.1 |     |      |      |     | 100.0 |   |       |     |
| E880         | # | 23                             | 37   | 5   | 10   | 76   | 3   | 154   | 7.9  | 24.8 | 40.4 | NO               | 18.3 | NO | 4   | 1    |     |      | 2    |     | 7     | YES   | 26.2% | YES |
|              | % | 14.9                           | 24.0 | 3.2 | 6.5  | 49.4 | 1.9 | 100.0 |  |      |      |                  |      |    | 57.1  | 14.3 |     |      | 28.6 |     | 100.0 |   |       |     |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |      |    |   |      |     |      |      |     |       |   |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    86.6 percent

Level of Goal Attainment for 2009:    84.2 percent

Level of Goal Attainment for 2010:    88.2 percent

## Mental Health, Department of (Page 1 of 2)

Agency Director: John H. Magill

EEO Officer: Joan Boyle

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |      | 5   |      |      |     |      |      |       | 6   |       |       |     |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|-----|------|------|-------|---|-------|-------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |     |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF    | BF    |     |
| E1A          | #                              | 3    |      |     | 1    | 3    | 1     | 8  | 7.9  | 32.0 | 12.3             | 7.9 | 19.5 | NO  |      |      |     |      |      |       |   | 0.0%  | 39.1% | YES |
|              | %                              | 37.5 |      |     | 12.5 | 37.5 | 12.5  | 100.0  |      |      |                  |     |      |   |      |      |     |      |      |       |   |       |       |     |
| E1B          | #                              | 53   | 9    |     | 57   | 29   |       | 148  | 9.0  | 34.6 | 10.4             | 2.9 | NO   | NO  | 1    | 1    |     | 2    | 1    |       | 5   | 67.8% | YES   | YES |
|              | %                              | 35.8 | 6.1  |     | 38.5 | 19.6 |       | 100.0  |      |      |                  |     |      |   | 20.0 | 20.0 |     | 40.0 | 20.0 |       | 100.0   |       |       |     |
| E2A          | #                              | 64   | 19   | 13  | 157  | 108  | 15    | 376  | 1.8  | 52.1 | 9.9              | NO  | 10.3 | NO  | 2    | 2    |     | 8    | 12   | 1     | 25  | YES   | 80.2% | YES |
|              | %                              | 17.0 | 5.1  | 3.5 | 41.8 | 28.7 | 4.0   | 100.0  |      |      |                  |     |      |   | 8.0  | 8.0  |     | 32.0 | 48.0 | 4.0   | 100.0   |       |       |     |
| E2B          | #                              | 156  | 146  | 4   | 489  | 462  | 25    | 1282   | 10.9 | 38.2 | 25.1             | NO  | 0.1  | NO  | 13   | 17   | 1   | 70   | 30   | 6     | 137   | YES   | 99.7% | YES |
|              | %                              | 12.2 | 11.4 | 0.3 | 38.1 | 36.0 | 2.0   | 100.0  |      |      |                  |     |      |   | 9.5  | 12.4 | 0.7 | 51.1 | 21.9 | 4.4   | 100.0   |       |       |     |
| E2C          | #                              | 66   | 22   | 4   | 221  | 90   | 5     | 408  | 6.8  | 36.7 | 13.0             | 1.4 | NO   | NO  | 2    |      |     | 16   | 7    |       | 25  | 79.4% | YES   | YES |
|              | %                              | 16.2 | 5.4  | 1.0 | 54.2 | 22.1 | 1.2   | 100.0  |      |      |                  |     |      |   | 8.0  |      |     | 64.0 | 28.0 |       | 100.0   |       |       |     |
| E3A          | #                              | 3    | 1    | 1   | 30   | 28   | 3     | 66   | 5.4  | 44.1 | 36.3             | 3.9 | NO   | NO  |      |      |     | 5    | 1    | 1     | 7   | 27.8% | YES   | YES |
|              | %                              | 4.5  | 1.5  | 1.5 | 45.5 | 42.4 | 4.5   | 100.0  |      |      |                  |     |      |   |      |      |     | 71.4 | 14.3 | 14.3  | 100.0   |       |       |     |
| E3B          | #                              | 36   | 5    |     | 40   | 22   | 1     | 104  | 7.5  | 27.0 | 9.8              | 2.7 | NO   | NO  | 3    | 1    |     | 3    | 1    |       | 8   | 64.0% | YES   | YES |
|              | %                              | 34.6 | 4.8  |     | 38.5 | 21.2 | 1.0   | 100.0  |      |      |                  |     |      |   | 37.5 | 12.5 |     | 37.5 | 12.5 |       | 100.0   |       |       |     |
| E4A          | #                              | 18   | 66   | 4   | 6    | 23   |       | 117  | 29.6 | 8.4  | 9.6              | NO  | 3.3  | NO  | 5    | 10   |     | 3    | 2    |       | 20  | YES   | 60.7% | YES |
|              | %                              | 15.4 | 56.4 | 3.4 | 5.1  | 19.7 |       | 100.0  |      |      |                  |     |      |   | 25.0 | 50.0 |     | 15.0 | 10.0 |       | 100.0   |       |       |     |
| E5A          | #                              | 23   | 98   | 6   | 37   | 303  | 3     | 470  | 8.9  | 20.3 | 56.2             | NO  | 12.4 | NO  | 2    | 12   |     | 6    | 33   | 1     | 54  | YES   | 38.9% | YES |
|              | %                              | 4.9  | 20.9 | 1.3 | 7.9  | 64.5 | 0.6   | 100.0  |      |      |                  |     |      |   | 3.7  | 22.2 |     | 11.1 | 61.1 | 1.9   | 100.0   |       |       |     |

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WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    86.8 percent

Level of Goal Attainment for 2009:    84.8 percent

Level of Goal Attainment for 2010:    85.1 percent

## Mental Health, Department of (Page 2 of 2)

Agency Director: John H. Magill

EEO Officer: Joan Boyle

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |    |      | 5   |      |      |      |      |       |       | 6   |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|----|------|---|------|------|------|------|-------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |       |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF | BF   | WM  | BM   | OM   | WF   | BF   | OF    | TOTAL | BM  | WF    | BF    |
| E5B          | #                              | 20   | 52   |     | 119  | 200  | 5     | 396  |      |      |                  |    |      | 4   | 10   |      | 9    | 15   | 1     | 39    |   |       |       |
|              | %                              | 5.1  | 13.1 |     | 30.1 | 50.5 | 1.3   | 100.0  | 7.5  | 50.4 | 21.1             | NO | 20.3 | NO  | 10.3 | 25.6 |      | 23.1 | 38.5  | 2.6   | 100.0   | YES   | 59.7% |
| E6A          | #                              |      | 6    |     | 145  | 160  | 4     | 315  | 0.3  | 72.3 | 14.2             |    |      |   | 1    |      | 6    | 6    |       | 13    |   |       |       |
|              | %                              |      | 1.9  |     | 46.0 | 50.8 | 1.3   | 100.0  |      |      |                  | NO | 26.3 | NO  |      | 7.7  |      | 46.2 | 46.2  |       | 100.0   | YES   | 63.6% |
| E6B          | #                              | 1    | 2    |     | 43   | 49   |       | 95   | 1.1  | 60.2 | 15.4             |    |      |   |      |      |      | 2    |       | 2     |   |       |       |
|              | %                              | 1.1  | 2.1  |     | 45.3 | 51.6 |       | 100.0  |      |      |                  | NO | 14.9 | NO  |      |      |      |      | 100.0 |       | 100.0   | YES   | 75.2% |
| E7A and E7B  | #                              | 63   | 25   | 2   | 2    |      |       | 92   | 19.2 | 3.2  | 1.7              |    | *    | 2   |      | 1    |      |      |       | 3     |   | *     |       |
|              | %                              | 68.5 | 27.2 | 2.2 | 2.2  |      |       | 100.0  |      |      |                  | NO | 1.0  | 1.7   | 66.7 |      | 33.3 |      |       | 100.0 | YES   | 68.8% | 0.0%  |
| E8A,B and C  | #                              | 23   | 81   | 2   | 17   | 116  | 1     | 240  | 24.3 | 11.2 | 18.4             |    |      | 2   | 1    |      |      | 5    |       | 8     |   |       |       |
|              | %                              | 9.6  | 33.8 | 0.8 | 7.1  | 48.3 | 0.4   | 100.0  |      |      |                  | NO | 4.1  | NO  | 25.0 | 12.5 |      | 62.5 |       | 100.0 | YES   | 63.4% | YES   |
|              |                                |      |      |     |      |      |       |  |      |      |                  |    |      |   |      |      |      |      |       |       |   |       |       |
|              |                                |      |      |     |      |      |       |  |      |      |                  |    |      |   |      |      |      |      |       |       |   |       |       |
|              |                                |      |      |     |      |      |       |  |      |      |                  |    |      |   |      |      |      |      |       |       |   |       |       |
|              |                                |      |      |     |      |      |       |  |      |      |                  |    |      |   |      |      |      |      |       |       |   |       |       |
|              |                                |      |      |     |      |      |       |  |      |      |                  |    |      |   |      |      |      |      |       |       |   |       |       |
|              |                                |      |      |     |      |      |       |  |      |      |                  |    |      |   |      |      |      |      |       |       |   |       |       |

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WF = White Female    BF = Black Female    OF = Other Female    # = Number

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\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    86.8 percent

Level of Goal Attainment for 2009:    84.8 percent

Level of Goal Attainment for 2010:    85.1 percent

## Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: Sherry M. Wilson

| 1            |   | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |     | 5   |      |    |      |      |    |       |       | 6   |      |  |
|--------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|------|----|------|------|----|-------|-------|---|------|--|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |      |      |    |       |       | % OF Goals Met Based on Adjusted Availability |      |  |
|              |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM    | WF  | BF   |  |
| E1           | # | 3                              | 1    |     | 3    | 1    |     | 8     | 4.5  | 26.1 | 4.9  | NO               | NO  | NO  |   |      |    |      |      |    |       | YES   | YES   | YES  |  |
|              | % | 37.5                           | 12.5 |     | 37.5 | 12.5 |     | 100.0 |  |      |      |                  |     |     |   |      |    |      |      |    |       |       |   |      |  |
| E2           | # | 55                             | 11   |     | 103  | 62   | 2   | 233   | 5.1  | 41.2 | 8.7  | 0.4              | NO  | NO  | 1   | 1    |    | 7    | 2    |    | 11    | 92.2% | YES   | YES  |  |
|              | % | 23.6                           | 4.7  |     | 44.2 | 26.6 | 0.9 | 100.0 |  |      |      |                  |     |     | 9.1   | 9.1  |    | 63.6 | 18.2 |    | 100.0 |       |   |      |  |
| E3           | # | 10                             | 3    |     | 7    | 5    |     | 25    | 5.5  | 33.8 | 10.9 | NO               | 5.8 | NO  |   |      |    |      |      |    |       | YES   | 82.8%   | YES  |  |
|              | % | 40.0                           | 12.0 |     | 28.0 | 20.0 |     | 100.0 |  |      |      |                  |     |     |   |      |    |      |      |    |       |       |   |      |  |
| E5           | # | 8                              | 3    |     | 41   | 39   |     | 91    | 0.7  | 72.3 | 11.3 | NO               |     |     | 2   | 1    |    | 2    | 1    |    | 6     | YES   | 62.4%   | YES  |  |
|              | % | 8.8                            | 3.3  |     | 45.1 | 42.9 |     | 100.0 |  |      |      |                  |     |     | 33.3  | 16.7 |    | 33.3 | 16.7 |    | 100.0 |       |   |      |  |
| E6           | # | 27                             | 16   | 3   | 361  | 354  | 16  | 777   | 6.3  | 41.5 | 25.2 | 4.2              | NO  | NO  | 2   |      |    | 11   | 7    |    | 20    | 33.3% | YES   | YES  |  |
|              | % | 3.5                            | 2.1  | 0.4 | 46.5 | 45.6 | 2.1 | 100.0 |  |      |      |                  |     |     | 10.0  |      |    | 55.0 | 35.0 |    | 100.0 |       |   |      |  |
| E7           | # | 6                              | 1    |     |      |      |     | 7     | 18.8   | 2.6  | 1.7  | 4.5              | 2.6 | 1.7 | 1   |      |    |      |      |    | 1     | 76.1% | 0.0%  | 0.0% |  |
|              | % | 85.7                           | 14.3 |     |      |      |     | 100.0 |  |      |      |                  |     |     | 100.0   |      |    |      |      |    | 100.0 |       |   |      |  |
| E8           | # |                                | 4    |     |      | 1    |     | 5     | 27.0   | 12.5 | 0.3  | NO               |     |     |   |      |    |      |      |    |       | YES   | 0.0%  | YES  |  |
|              | % |                                | 80.0 |     |      | 20.0 |     | 100.0 |  |      |      |                  |     |     |   |      |    |      |      |    |       |       |   |      |  |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |    |      |      |    |       |       |   |      |  |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |    |      |      |    |       |       |   |      |  |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |    |      |      |    |       |       |   |      |  |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |    |      |      |    |       |       |   |      |  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    88.8 percent

Level of Goal Attainment for 2009:    92.5 percent

Level of Goal Attainment for 2010:    91.5 percent

## Museum Commission

William P. Calloway

Susan Worthy

| 1            | 2                              |      |    |    |      |      |    | 3  |      |      | 4                |      |    | 5   |    |    |    |    |    |    |       | 6   |     |      |
|--------------|--------------------------------|------|----|----|------|------|----|--|------|------|------------------|------|----|---|----|----|----|----|----|----|-------|---|-----|------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |    |    |      |      |    | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |     |      |
|              | #                              | WM   | BM | OM | WF   | BF   | OF | TOTAL  | BM   | WF   | BF               | BM   | WF | BF  | WM | BM | OM | WF | BF | OF | TOTAL | BM  | WF  | BF   |
| E1           | #                              | 2    |    |    | 4    |      |    | 6  | 3.3  | 24.8 | 5.0              | 3.3  | NO | 5.0   |    |    |    |    |    |    |       | 0.0%  | YES | 0.0% |
|              | %                              | 33.3 |    |    | 66.7 |      |    | 100.0  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
| E2 & E3      | #                              | 12   |    |    | 8    | 3    |    | 23   | 5.5  | 27.4 | 5.7              | 5.5  | NO | NO  |    |    |    |    |    |    |       | 0.0%  | YES | YES  |
|              | %                              | 52.2 |    |    | 34.8 | 13.0 |    | 100.0  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
| E4, E7 & E8  | #                              | 1    |    |    | 1    | 5    |    | 7  | 16.5 | 12.1 | 28.0             | 16.5 | NO | NO  |    |    |    |    |    |    |       | 0.0%  | YES | YES  |
|              | %                              | 14.3 |    |    | 14.3 | 71.4 |    | 100.0  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | #                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | %                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | #                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | %                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | #                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | %                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | #                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | %                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | #                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |
|              | %                              |      |    |    |      |      |    |  |      |      |                  |      |    |   |    |    |    |    |    |    |       |   |     |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 85.7 percent

Level of Goal Attainment for 2009: 82.3 percent

Level of Goal Attainment for 2010: 71.4 percent



## Natural Resources, Department of

Agency Head: John E. Frampton

EEO Officer: Terri McGee

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |     | 5   |      |    |       |      |    |       | 6   |       |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|----|-------|------|----|-------|---|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |       |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM | WF    | BF   | OF | TOTAL | BM  | WF    | BF    |       |
| E1           | #                              | 26   | 1    |     | 8    | 3    |       | 38   | 4.7  | 26.4 | 6.3              | 2.1 | 5.3 | NO  | 1    |    |       | 1    |    |       | 2   | 55.3% | 79.9% | YES   |
|              | %                              | 68.4 | 2.6  |     | 21.1 | 7.9  |       | 100.0  |      |      |                  |     |     | 50.0  |      |    |       | 50.0 |    |       | 100.0   |       |       |       |
| E2A          | #                              | 20   | 5    |     | 45   | 12   |       | 82   | 3.8  | 38.3 | 11.4             | NO  | NO  | NO  |      |    |       | 2    |    |       | 2   | YES   | YES   | YES   |
|              | %                              | 24.4 | 6.1  |     | 54.9 | 14.6 |       | 100.0  |      |      |                  |     |     |   |      |    | 100.0 |      |    | 100.0 |   |       |       |       |
| E2B          | #                              | 92   | 6    |     | 29   | 1    |       | 128  | 3.7  | 21.9 | 1.7              | NO  | NO  | 0.9   | 2    |    |       | 1    |    |       | 3   | YES   | YES   | 47.1% |
|              | %                              | 71.9 | 4.7  |     | 22.7 | 0.8  |       | 100.0  |      |      |                  |     |     | 66.7  |      |    | 33.3  |      |    | 100.0 |   |       |       |       |
| E3           | #                              | 80   | 6    | 2   | 16   | 3    | 1     | 108  | 3.1  | 15.8 | 1.2              | NO  | 1.0 | NO  | 10   |    |       | 2    |    |       | 12  | YES   | 93.7% | YES   |
|              | %                              | 74.1 | 5.6  | 1.9 | 14.8 | 2.8  | 0.9   | 100.0  |      |      |                  |     |     | 83.3  |      |    | 16.7  |      |    | 100.0 |   |       |       |       |
| E4A          | #                              | 135  | 13   |     | 9    | 1    |       | 158  | 2.1  | 6.1  | 7.4              | NO  | 0.4 | 6.8   |      |    |       |      |    |       |   | YES   | 93.4% | 8.1%  |
|              | %                              | 85.4 | 8.2  |     | 5.7  | 0.6  |       | 100.0  |      |      |                  |     |     |   |      |    |       |      |    |       |   |       |       |       |
| E4B          | #                              | 37   | 3    |     | 3    | 1    |       | 44   | 9.2  | 5.6  | 1.0              | 2.4 | NO  | NO  | 3    |    |       |      |    |       | 3   | 73.9% | YES   | YES   |
|              | %                              | 84.1 | 6.8  |     | 6.8  | 2.3  |       | 100.0  |      |      |                  |     |     | 100.0   |      |    |       |      |    | 100.0 |   |       |       |       |
| E6           | #                              | 5    | 1    |     | 21   | 12   |       | 39   | 5.2  | 47.3 | 17.0             | 2.6 | NO  | NO  | 2    | 1  |       | 1    | 1  |       | 5   | 50.0% | YES   | YES   |
|              | %                              | 12.8 | 2.6  |     | 53.8 | 30.8 |       | 100.0  |      |      |                  |     |     | 40.0  | 20.0 |    | 20.0  | 20.0 |    | 100.0 |   |       |       |       |
| E7           | #                              | 7    | 6    |     | 2    | 3    |       | 18   | 16.8 | 6.1  | 3.4              | NO  | NO  | NO  |      |    |       |      |    |       |   | YES   | YES   | YES   |
|              | %                              | 38.9 | 33.3 |     | 11.1 | 16.7 |       | 100.0  |      |      |                  |     |     |   |      |    |       |      |    |       |   |       |       |       |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |     |     |   |      |    |       |      |    |       |   |       |       |       |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |     |     |   |      |    |       |      |    |       |   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    87.5 percent

Level of Goal Attainment for 2009:    84.0 percent

Level of Goal Attainment for 2010:    87.6 percent

## SC Department of Parks, Recreation and Tourism

Agency Director: Chad Prosser  
EEO Officer: Pamela R. Benjamin

| EEO Summary and Data by Department |                                |      |      |     |      |      |       |  |      |      |                  |      |    |   |      |     |       |    |    |       |   |       |       |       |       |
|------------------------------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|----|---|------|-----|-------|----|----|-------|---|-------|-------|-------|-------|
| 1                                  | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |      |    | 5   |      |     |       |    |    |       | 6   |       |       |       |       |
| EEO CATEGORY                       | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |     |       |    |    |       | % OF Goals Met Based on Adjusted Availability |       |       |       |       |
|                                    | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF | WM  | BM   | OM  | WF    | BF | OF | TOTAL | BM  | WF    | BF    |       |       |
| E1                                 | #                              | 4    |      |     | 3    | 2    |       | 9  | 4.0  | 30.7 | 7.9              | 4.0  | *  | NO  | NO   |     |       |    |    |       |   | 0.0%  | *     | YES   | YES   |
|                                    | %                              | 44.4 |      |     | 33.3 | 22.2 |       | 100.0  |      |      |                  |      |    |   |      |     |       |    |    |       |   |       |       |       |       |
| E2                                 | #                              | 26   |      | 1   | 21   | 4    |       | 52   | 4.4  | 36.8 | 11.1             | 4.4  |    | NO  | 3.4  | 3   |       |    | 1  |       |   | 4     |       | YES   | 69.4% |
|                                    | %                              | 50.0 |      | 1.9 | 40.4 | 7.7  |       | 100.0  |      |      |                  |      |    | 75.0  |      |     | 25.0  |    |    | 100.0 |   | 0.0%  | YES   |       |       |
| E2A,B,C and D                      | #                              | 90   | 7    |     | 18   |      |       | 115  | 62.0 | 13.2 | 21.4             | 55.9 |    | NO  | 21.4 | 22  | 1     | 2  | 1  |       | 26  | 9.8%  | YES   | 0.0%  |       |
|                                    | %                              | 78.3 | 6.1  |     | 15.7 |      |       | 100.0  |      |      |                  |      |    | 84.6  | 3.8  | 7.7 | 3.8   |    |    | 100.0 |   |       |       |       |       |
| E3 and E4                          | #                              | 1    |      |     | 1    |      |       | 2  | 2.6  | 33.6 | 3.1              | 2.6  | *  | NO  | 3.1  | *   |       |    |    |       |   | 0.0%  | *     | YES   | *     |
|                                    | %                              | 50.0 |      |     | 50.0 |      |       | 100.0  |      |      |                  |      |    |   |      |     |       |    |    |       |   |       | 0.0%  | YES   | 0.0%  |
| E5 and E5A                         | #                              | 14   | 4    | 1   | 37   | 15   | 1     | 72   | 9.6  | 39.6 | 14.6             | 4.0  |    | NO  | NO   |     |       |    | 1  |       | 1   | 58.3% | YES   | YES   |       |
|                                    | %                              | 19.4 | 5.6  | 1.4 | 51.4 | 20.8 | 1.4   | 100.0  |      |      |                  |      |    |   |      |     | 100.0 |    |    | 100.0 |   |       |       |       |       |
| E6                                 | #                              | 3    |      |     | 6    | 4    |       | 13   | 1.3  | 45.5 | 26.6             | 1.3  | *  | NO  | NO   |     |       |    |    |       |   | 0.0%  | *     | YES   | YES   |
|                                    | %                              | 23.1 |      |     | 46.2 | 30.8 |       | 100.0  |      |      |                  |      |    |   |      |     |       |    |    |       |   |       |       |       |       |
| E7                                 | #                              | 43   | 3    | 1   | 3    | 2    |       | 52   | 16.7 | 11.0 | 8.3              | 10.9 |    | 5.2   | 4.5  | 3   |       |    |    |       | 3   | 34.7% | 52.7% | 45.8% |       |
|                                    | %                              | 82.7 | 5.8  | 1.9 | 5.8  | 3.8  |       | 100.0  |      |      |                  |      |    | 100.0   |      |     |       |    |    | 100.0 |   |       |       |       |       |
| E8                                 | #                              | 26   | 15   |     | 3    | 2    |       | 46   | 23.9 | 13.7 | 12.8             | NO   |    | 7.2   | 8.5  | 1   |       |    |    | 1     | YES   | 47.4% | 33.6% |       |       |
|                                    | %                              | 56.5 | 32.6 |     | 6.5  | 4.3  |       | 100.0  |      |      |                  |      |    | 100.0   |      |     |       |    |    | 100.0 |   |       |       |       |       |
|                                    | #                              |      |      |     |      |      |       |  |      |      |                  |      |    |   |      |     |       |    |    |       |   |       |       |       |       |
|                                    | %                              |      |      |     |      |      |       |  |      |      |                  |      |    |   |      |     |       |    |    |       |   |       |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008    75.0 percent  
Level of Goal Attainment for 2009:    67.5 percent  
Level of Goal Attainment for 2010:    67.6 percent

## Ports Authority, South Carolina State

Agency Head: James I. Newsome

EEO Officer: Stephen Connor

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |     | 5   |      |      |      |      |    |       | 6   |       |       |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|------|------|------|----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF   | BF   | OF | TOTAL | BM  | WF    | BF    |
| E1           | #                              | 7    |      |     | 3    |      | 10    |  |      |      |                  |     |     | 2   |      |      | 2    |      |    | 4     |   |       |       |
|              | %                              | 70.0 |      |     | 30.0 |      | 100.0 | 3.3  | 21.2 | 3.6  | 3.3              | NO  | 3.6 | 50.0  |      |      | 50.0 |      |    | 100.0 | 0.0%  | YES   | 0.0%  |
| E2           | #                              | 35   | 5    | 1   | 17   |      | 58    |  |      |      |                  |     |     | 4   |      |      |      |      |    | 4     |   |       |       |
|              | %                              | 60.3 | 8.6  | 1.7 | 29.3 |      | 100.0 | 5.2  | 29.0 | 6.2  | NO               | NO  | 6.2 | 100.0   |      |      |      |      |    | 100.0 | YES   | YES   | 0.0%  |
| E3           | #                              | 12   | 3    | 1   | 7    | 1    | 24    |  |      |      |                  |     |     | 3   |      |      |      |      |    | 3     |   |       |       |
|              | %                              | 50.0 | 12.5 | 4.2 | 29.2 | 4.2  | 100.0 | 10.0   | 24.0 | 13.2 | NO               | NO  | 9.0 | 100.0   |      |      |      |      |    | 100.0 | YES   | YES   | 31.8% |
| E4           | #                              | 20   | 20   |     | 6    | 12   | 58    |  |      |      |                  |     |     | 8   | 2    |      |      | 1    |    | 11    |   |       |       |
|              | %                              | 34.5 | 34.5 |     | 10.3 | 20.7 | 100.0 | 22.3   | 16.8 | 17.3 | NO               | 6.5 | NO  | 72.7  | 18.2 |      |      | 9.1  |    | 100.0 | YES   | 61.3% | YES   |
| E5           | #                              | 23   | 6    |     | 5    | 1    | 35    |  |      |      |                  | *   |     | 2   |      |      | 1    |      |    | 3     |   | *     |       |
|              | %                              | 65.7 | 17.1 |     | 14.3 | 2.9  | 100.0 | 18.5   | 9.2  | 7.9  | 1.4              | NO  | 5.0 | 66.7  |      |      | 33.3 |      |    | 100.0 | 92.4%   | YES   | 36.7% |
| E6           | #                              | 2    | 1    |     | 21   | 12   | 36    |  |      |      |                  |     |     | 1   |      |      | 5    | 5    |    | 11    |   |       |       |
|              | %                              | 5.6  | 2.8  |     | 58.3 | 33.3 | 100.0 | 11.2   | 30.3 | 20.8 | 8.4              | NO  | NO  | 9.1   |      |      | 5.0  | 45.5 |    | 100.0 | 25.0%   | YES   | YES   |
| E7A          | #                              | 52   | 7    | 1   |      |      | 60    |  |      |      |                  |     |     | 3   |      |      |      |      |    | 3     |   |       | *     |
|              | %                              | 86.7 | 11.7 | 1.7 |      |      | 100.0 | 20.9   | 0.5  | 2.1  | 9.2              | 0.5 | 2.1 | 100.0   |      |      |      |      |    | 100.0 | 56.0%   | 0.0%  | 0.0%  |
| E7B          | #                              | 89   | 56   | 2   | 5    | 2    | 155   |  |      |      |                  |     |     | 2   | 1    |      |      |      |    | 3     |   |       |       |
|              | %                              | 57.4 | 36.1 | 1.3 | 3.2  | 1.3  | 100.0 | 51.1   | 2.2  | 4.9  | 15.0             | NO  | 3.6 | 66.7  | 33.3 |      |      |      |    | 100.0 | 70.6%   | YES   | 26.5% |
| E7C          | #                              | 19   | 8    | 1   |      |      | 28    |  |      |      |                  |     |     | 1   |      | 1    |      |      |    | 2     |   |       |       |
|              | %                              | 67.9 | 28.6 | 3.6 |      |      | 100.0 | 24.3   | 6.5  | 7.1  | NO               | 6.5 | 7.1 | 50.0  |      | 50.0 |      |      |    | 100.0 | YES   | 0.0%  | 0.0%  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    76.0 percent

Level of Goal Attainment for 2009:    72.5 percent

Level of Goal Attainment for 2010:    66.7 percent

## Probation, Parole, & Pardon Services, Department of

Agency Director: Samuel Glover

EEO Officer: Patrice Boyd

| 1            | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |      |     | 5   |      |      |    |    |       |       |       | 6   |      |     |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|-----|---|------|------|----|----|-------|-------|-------|---|------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |    |       |       |       | % OF Goals Met Based on Adjusted Availability |      |     |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF | BF | OF    | TOTAL | BM    | WF  | BF   |     |
| E1           | #                              | 5    | 3    | 1   | 2    | 6    | 17    | 8.4  | 23.7 | 28.6 | NO               | 11.9 | NO  |   |      |      |    |    |       |       | YES   | 49.8%   | YES  |     |
|              | %                              | 29.4 | 17.6 | 5.9 | 11.8 | 35.3 |       |  |      |      |                  |      |     | 100.0   |      |      |    |    |       |       |       |   |      |     |
| E2 and E2A   | #                              | 154  | 69   | 6   | 121  | 97   | 3     | 450  | 20.1 | 20.7 | 19.8             | 4.8  | NO  | NO  | 1    | 1    |    |    | 4     |       | 6     | 76.1%   | YES  | YES |
|              | %                              | 34.2 | 15.3 | 1.3 | 26.9 | 21.6 | 0.7   | 100.0  |      |      |                  |      |     |   | 16.7 | 16.7 |    |    | 66.7  |       | 100.0 |   |      |     |
| E3           | #                              | 3    | 4    |     | 6    |      | 2     | 15   | 7.4  | 30.9 | 14.4             | NO   | NO  | 14.4  |      |      |    |    |       |       | YES   | YES   | 0.0% |     |
|              | %                              | 20.0 | 26.7 |     | 40.0 |      | 13.3  | 100.0  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
| E5           | #                              | 1    |      |     | 51   | 29   | 1     | 82   | 10.9 | 38.9 | 24.2             | 10.9 | NO  | NO  |      |      |    |    | 1     |       | 1     | 0.0%  | YES  | YES |
|              | %                              | 1.2  |      |     | 62.2 | 35.4 | 1.2   | 100.0  |      |      |                  |      |     |   |      |      |    |    | 100.0 |       | 100.0 |   |      |     |
| E6 and E8    | #                              | 3    |      |     | 1    | 1    |       | 5  | 22.7 | 21.1 | 14.7             | 22.7 | 1.1 | NO  |      |      |    |    |       |       | 0.0%  | 94.8%   | YES  |     |
|              | %                              | 60.0 |      |     | 20.0 | 20.0 |       | 100.0  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |
|              | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |      |      |    |    |       |       |       |   |      |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 77.0 percent

Level of Goal Attainment for 2009: 74.7 percent

Level of Goal Attainment for 2010: 74.7 percent

## South Carolina Department of Public Safety

Agency Director: Mark A. Keel

EEO Officer: W. Alex Belk

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |    |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|-------------------------------------|------|----|------|----|------|-------|---|------|------|-----------------------|------|------|--|----|----|----|----|----|-------|--|-------|-------|
|                   | WM                                  | BM   | OM | WF   | BF | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF   | WM   | BM | OM | WF | BF | OF | TOTAL | BM   | WF    | BF    |
|                   | #                                   | %    | #  | %    | #  | %    | #     | #   | %    | #    | #                     | %    | #    | %  | #  | %  | #  | %  | #  | %     | %  | %     | %     |
| E1                | 7                                   | 70.0 | 2  | 20.0 | 1  | 10.0 | 10    | 3.8   | 29.5 | 2.7  | NO                    | 19.5 | 2.7  |  |    |    |    |    |    | 100.0 | YES  | 33.9% | 0.0%  |
| E2A               | 17                                  | 29.8 | 6  | 10.5 | 24 | 42.1 | 57    | 4.2   | 38.7 | 9.2  | NO                    | NO   | NO   | 1  |    |    | 2  | 1  |    | 4     | YES  | YES   | YES   |
| E2B               | 215                                 | 78.8 | 41 | 15.0 | 8  | 2.9  | 273   | 20.6  | 8.5  | 3.0  | 5.6                   | 7.0  | 1.2  | 16   | 4  | 1  |    |    | 1  | 22    | 72.8%  | 17.6% | 60.0% |
| E2C               | 9                                   | 17.3 | 2  | 3.8  | 1  | 1.9  | 52    | 5.9   | 41.4 | 12.6 | 2.1                   | NO   | NO   |  |    |    | 4  |    | 1  | 5     | 64.4%  | YES   | YES   |
| E3                | 31                                  | 22.8 | 13 | 9.6  | 1  | 0.7  | 136   | 9.0   | 32.1 | 8.9  | NO                    | NO   | NO   | 5  |    | 1  | 11 | 4  |    | 21    | YES  | YES   | YES   |
| E4                | 590                                 | 82.1 | 84 | 11.7 | 14 | 1.9  | 719   | 15.1  | 8.9  | 3.2  | 3.4                   | 6.0  | 1.8  | 53   | 9  | 3  | 3  | 1  | 1  | 70    | 77.5%  | 32.6% | 43.8% |
| E5                | 1                                   | 2.6  |    |      | 24 | 63.2 | 38    | 0.7   | 71.8 | 10.8 | 0.7                   | 8.6  | NO   | 1  |    |    | 4  |    |    | 5     | 0.0%   | 88.0% | YES   |
| E6                | 3                                   | 15.8 |    |      | 11 | 57.9 | 19    | 6.7   | 36.6 | 33.0 | 6.7                   | NO   | 6.7  |  |    |    | 1  | 1  |    | 2     | 0.0%   | YES   | 79.7% |
| E7                | 11                                  | 64.7 | 5  | 29.4 | 1  | 5.9  | 17    | 33.8  | 7.5  | 2.5  | 4.4                   | 7.5  | 2.5  | 1  |    |    |    |    |    | 1     | 87.0%  | 0.0%  | 0.0%  |
| E8                | 6                                   | 60.0 | 3  | 30.0 | 1  | 10.0 | 10    | 24.1  | 15.8 | 14.4 | NO                    | 5.8  | 14.4 |  |    |    |    |    |    |       | YES  | 63.3% | 0.0%  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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WF = White Female    BF = Black Female    OF = Other Female    # = Number

**If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.**

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 73.0 percent

Level of Goal Attainment for 2009: 71.3 percent

Level of Goal Attainment for 2010: 73.9 percent

## Public Service Commission

Agency Director: Jocelyn G. Boyd

EEO Officer: Carolyn Nelson

| 1            |   | 2                              |      |    |      |      |    |       | 3  |      |      | 4                |      |     | 5   |    |    |    |    |    |       | 6   |       |       |
|--------------|---|--------------------------------|------|----|------|------|----|-------|--|------|------|------------------|------|-----|---|----|----|----|----|----|-------|---|-------|-------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              |   | WM                             | BM   | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF    | BF    |
| E1           | # | 3                              |      |    | 1    | 3    |    | 7     | 4.2  | 26.3 | 6.5  | 4.2              | 12.0 | NO  |   |    |    |    |    |    |       | 0.0%  | 54.4% | YES   |
|              | % | 42.9                           |      |    | 14.3 | 42.9 |    | 100.0 |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
| E2           | # | 5                              |      |    | 9    | 3    |    | 17    | 2.7  | 35.4 | 8.8  | 2.7              | NO   | NO  |   |    |    |    |    |    |       | 0.0%  | YES   | YES   |
|              | % | 29.4                           |      |    | 52.9 | 17.6 |    | 100.0 |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
| E3 and E5    | # | 1                              | 1    |    | 3    | 1    |    | 6     | 7.5  | 52.5 | 22.8 | NO               | 2.5  | 6.1 |   |    |    |    |    |    |       | YES   | 95.2% | 73.2% |
|              | % | 16.7                           | 16.7 |    | 50.0 | 16.7 |    | 100.0 |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |     |   |    |    |    |    |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    88.0 percent

Level of Goal Attainment for 2009:    88.0 percent

Level of Goal Attainment for 2010:    89.0 percent

## Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Dorothy Marchant

| 1            | 2                              |      |     |     |       |      |    | 3  |     |      | 4                |     |      | 5   |      |    |    |       |    |    |       | 6   |       |       |
|--------------|--------------------------------|------|-----|-----|-------|------|----|--|-----|------|------------------|-----|------|---|------|----|----|-------|----|----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |     |       |      |    | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | #                              | WM   | BM  | OM  | WF    | BF   | OF | TOTAL  | BM  | WF   | BF               | BM  | WF   | BF  | WM   | BM | OM | WF    | BF | OF | TOTAL | BM  | WF    | BF    |
| E1           | #                              | 3    |     |     | 5     |      |    | 8  | 6.1 | 21.7 | 6.4              | 6.1 | NO   | 6.4   |      |    |    |       |    |    |       | 0.0%  | YES   | 0.0%  |
|              | %                              | 37.5 |     |     | 62.5  |      |    | 100.0  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
| E2           | #                              | 18   | 3   | 2   | 19    | 2    |    | 44   | 5.7 | 34.6 | 11.8             | NO  | NO   | 7.3   |      | 1  |    | 2     |    |    | 3     | YES   | YES   | 38.1% |
|              | %                              | 40.9 | 6.8 | 4.5 | 43.2  | 4.5  |    | 100.0  |     |      |                  |     |      |   | 33.3 |    |    | 66.7  |    |    | 100.0 |   |       |       |
| E3           | #                              | 7    |     |     | 1     |      |    | 8  | 3.3 | 28.6 | 16.3             | 3.3 | 16.1 | 16.3  |      |    |    |       |    |    |       | 0.0%  | 43.7% | 0.0%  |
|              | %                              | 87.5 |     |     | 12.5  |      |    | 100.0  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
| E5           | #                              |      |     |     | 3     | 1    |    | 4  | 0.2 | 61.0 | 20.8             | 0.2 | NO   | NO  |      |    |    | 1     |    |    | 1     | 0.0%  | YES   | YES   |
|              | %                              |      |     |     | 75.0  | 25.0 |    | 100.0  |     |      |                  |     |      |   |      |    |    | 100.0 |    |    | 100.0 |   |       |       |
| E6           | #                              |      |     |     | 1     |      |    | 1  | 1.3 | 61.0 | 20.8             | 1.3 | NO   | 20.8  |      |    |    |       |    |    |       | 0.0%  | YES   | 0.0%  |
|              | %                              |      |     |     | 100.0 |      |    | 100.0  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | #                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | %                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | #                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | %                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | #                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | %                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | #                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |
|              | %                              |      |     |     |       |      |    |  |     |      |                  |     |      |   |      |    |    |       |    |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 78.1 percent

Level of Goal Attainment for 2009: 73.0 percent

Level of Goal Attainment for 2010: 75.8 percent

## SC Department of Revenue

Agency Director: Ray N. Stevens

EEO Officer: Darold Ratliff

| 1            |   | 2                              |     |     |      |      |     |       | 3  |      |      | 4                |     |     | 5   |      |      |      |      |       |       |       | 6   |       |       |
|--------------|---|--------------------------------|-----|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|------|------|------|------|-------|-------|-------|---|-------|-------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |     |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |       |       |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              |   | WM                             | BM  | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF   | BF   | OF    | TOTAL | BM    | WF  | BF    |       |
| E1           | # | 15                             | 3   | 1   | 11   | 3    |     | 33    | 5.7  | 33.5 | 9.4  | NO               | 0.2 | 0.3 | 2   | 1    |      | 2    |      |       |       | 5     | YES   | 99.4% | 96.8% |
|              | % | 45.5                           | 9.1 | 3.0 | 33.3 | 9.1  |     | 100.0 |  |      |      |                  |     |     | 40.0  | 20.0 |      | 40.0 |      |       |       | 100.0 |   |       |       |
| E2           | # | 156                            | 17  | 3   | 156  | 58   | 7   | 397   | 5.2  | 38.2 | 15.6 | NO               | NO  | 1.0 | 45  |      | 4    | 36   | 10   | 4     | 99    | 82.7% | YES   | 93.6% |       |
|              | % | 39.3                           | 4.3 | 0.8 | 39.3 | 14.6 | 1.8 | 100.0 |  |      |      |                  |     |     | 45.5  |      | 4.0  | 36.4 | 10.1 | 4.0   | 100.0 |       |   |       |       |
| E3           | # | 21                             | 5   | 3   | 14   | 7    | 1   | 51    | 7.5  | 34.3 | 12.8 | NO               | 6.8 | NO  | 4   | 1    | 2    | 2    | 2    | 1     | 12    | YES   | 80.2%   | YES   |       |
|              | % | 41.2                           | 9.8 | 5.9 | 27.5 | 13.7 | 2.0 | 100.0 |  |      |      |                  |     |     | 33.3  | 8.3  | 16.7 | 16.7 | 8.3  | 100.0 |       |       |   |       |       |
| E5           | # | 8                              | 9   |     | 48   | 33   | 1   | 99    | 2.6  | 44.8 | 26.4 | NO               | NO  | NO  | 6   | 2    |      | 12   | 3    | 1     | 24    | YES   | YES   | YES   |       |
|              | % | 8.1                            | 9.1 |     | 48.5 | 33.3 | 1.0 | 100.0 |  |      |      |                  |     |     | 25.0  | 8.3  |      | 50.0 | 12.5 | 4.2   | 100.0 |       |   |       |       |
| E6           | # | 6                              | 8   |     | 45   | 35   | 2   | 96    | 4.8  | 37.8 | 28.4 | NO               | NO  | NO  | 2   | 2    |      | 5    | 7    |       | 16    | YES   | YES   | YES   |       |
|              | % | 6.3                            | 8.3 |     | 46.9 | 36.5 | 2.1 | 100.0 |  |      |      |                  |     |     | 12.5  | 12.5 |      | 31.3 | 43.8 |       | 100.0 |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |
|              | # |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |       |       |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    95.4 percent

Level of Goal Attainment for 2009:    96.0 percent

Level of Goal Attainment for 2010:    96.8 percent



## Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: William Glen Brown

| 1            | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |     | 5   |      |      |      |      |    |       | 6   |       |       |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|------|------|------|------|----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF   | BF   | OF | TOTAL | BM  | WF    | BF    |
| E1           | # 17                           | 1    |     | 4    |      |     | 22    | 3.8  | 16.4 | 3.6  | NO               | NO  | 3.6 |   |      |      |      |      |    |       | YES   | YES   | 0.0%  |
|              | % 77.3                         | 4.5  |     | 18.2 |      |     | 100.0 |  |      |      |                  |     |     |   |      |      |      |      |    |       |   |       |       |
| E2           | # 303                          | 33   | 7   | 139  | 25   | 4   | 511   | 6.3  | 13.3 | 3.0  | NO               | NO  | NO  | 13  | 2    | 2    | 3    |      |    | 20    | YES   | YES   | YES   |
|              | % 59.3                         | 6.5  | 1.4 | 27.2 | 4.9  | 0.8 | 100.0 |  |      |      |                  |     |     | 65.0  | 10.0 | 10.0 | 15.0 |      |    | 100.0 |   |       |       |
| E3           | # 103                          | 13   |     | 28   | 9    | 1   | 154   | 7.9  | 15.8 | 5.0  | NO               | NO  | NO  | 9   |      |      | 1    |      |    | 10    | YES   | YES   | YES   |
|              | % 66.9                         | 8.4  |     | 18.2 | 5.8  | 0.6 | 100.0 |  |      |      |                  |     |     | 90.0  |      |      | 10.0 |      |    | 100.0 |   |       |       |
| E6           | # 34                           | 15   | 1   | 116  | 28   | 1   | 195   | 6.5  | 52.2 | 10.0 | NO               | NO  | NO  | 2   |      |      | 7    | 1    |    | 10    | YES   | YES   | YES   |
|              | % 17.4                         | 7.7  | 0.5 | 59.5 | 14.4 | 0.5 | 100.0 |  |      |      |                  |     |     | 20.0  |      |      | 70.0 | 10.0 |    | 100.0 |   |       |       |
| E7           | # 687                          | 178  | 5   | 26   | 21   | 2   | 919   | 13.0   | 2.9  | 2.6  | NO               | 0.1 | 0.3 | 54  | 10   | 2    |      | 4    |    | 70    | YES   | 96.6% | 88.5% |
|              | % 74.8                         | 19.4 | 0.5 | 2.8  | 2.3  | 0.2 | 100.0 |  |      |      |                  |     |     | 77.1  | 14.3 | 2.9  |      | 5.7  |    | 100.0 |   |       |       |
| E8           | # 9                            | 15   |     | 10   | 5    |     | 39    | 20.0   | 13.2 | 12.2 | NO               | NO  | NO  |   | 1    |      | 2    |      |    | 3     | YES   | YES   | YES   |
|              | % 23.1                         | 38.5 |     | 25.6 | 12.8 |     | 100.0 |  |      |      |                  |     |     |   | 33.3 |      | 66.7 |      |    | 100.0 |   |       |       |
|              | #                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |    |       |   |       |       |
|              | %                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |    |       |   |       |       |
|              | #                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |    |       |   |       |       |
|              | %                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |    |       |   |       |       |
|              | #                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |    |       |   |       |       |
|              | %                              |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |      |      |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    98.2 percent  
Level of Goal Attainment for 2009:    98.6 percent  
Level of Goal Attainment for 2010:    99.1 percent

## Second Injury Fund

Agency Director: William E. Gunn

EEO Officer: Michael T. Harris

| 1            |   | 2                              |      |    |      |      |    |       | 3  |      |      | 4                |      |      | 5   |    |    |    |    |    |       | 6   |       |      |
|--------------|---|--------------------------------|------|----|------|------|----|-------|--|------|------|------------------|------|------|---|----|----|----|----|----|-------|---|-------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              |   | WM                             | BM   | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF    | BF   |
|              |   | #                              |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
| E1           | # | 2                              |      |    | 1    | 1    |    | 4     | 9.0  | 36.0 | 9.0  | 9.0              | 11.0 | NO   |   |    |    |    |    |    |       | 0.0%  | 69.4% | YES  |
|              | % | 50.0                           |      |    | 25.0 | 25.0 |    | 100.0 |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
| E2           | # | 3                              | 1    |    | 3    | 2    |    | 9     | 4.4  | 39.3 | 19.7 | NO               | 6.0  | NO   |   |    |    |    |    |    |       | YES   | 84.7% | YES  |
|              | % | 33.3                           | 11.1 |    | 33.3 | 22.2 |    | 100.0 |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
| E5           | # |                                |      |    | 3    | 2    |    | 5     | 2.5  | 55.0 | 17.6 | 2.5              | NO   | NO   |   |    |    |    |    |    |       | 0.0%  | YES   | YES  |
|              | % |                                |      |    | 60.0 | 40.0 |    | 100.0 |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
| E6           | # |                                | 1    |    | 1    |      |    | 2     | 1.3  | 61.0 | 20.8 | NO               | 11.0 | 20.8 |   |    |    |    |    |    |       | YES   | 82.0% | 0.0% |
|              | % |                                | 50.0 |    | 50.0 |      |    | 100.0 |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | # |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |
|              | % |                                |      |    |      |      |    |       |  |      |      |                  |      |      |   |    |    |    |    |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 89.5 percent

Level of Goal Attainment for 2009: 88.7 percent

Level of Goal Attainment for 2010: 92.9 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

| 1            |   | 2                              |    |    |       |      |    |       | 3  |      |      | 4                |    |      | 5   |    |    |       |    |    |       | 6   |     |      |
|--------------|---|--------------------------------|----|----|-------|------|----|-------|--|------|------|------------------|----|------|---|----|----|-------|----|----|-------|---|-----|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |    |    |       |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |     |      |
|              |   | WM                             | BM | OM | WF    | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF | BF   | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF  | BF   |
| E1           | # |                                |    |    | 3     |      |    | 3     | 3.4  | 29.6 | 4.5  | 3.4              | NO | 4.5  |   |    |    |       |    |    |       | 0.0%  | YES | 0.0% |
|              | % |                                |    |    | 100.0 |      |    | 100.0 |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
| E2           | # | 2                              |    |    | 6     |      |    | 8     | 7.3  | 32.3 | 12.4 | 7.3              | NO | 12.4 |   |    |    | 1     |    |    | 1     | 0.0%  | YES | 0.0% |
|              | % | 25.0                           |    |    | 75.0  |      |    | 100.0 |  |      |      |                  |    |      |   |    |    | 100.0 |    |    | 100.0 |   |     |      |
| E5 and E6    | # | 1                              |    |    | 9     | 3    |    | 13    | 3.8  | 53.6 | 16.8 | 3.8              | NO | NO   |   |    |    | 3     |    |    | 3     | 0.0%  | YES | YES  |
|              | % | 7.7                            |    |    | 69.2  | 23.1 |    | 100.0 |  |      |      |                  |    |      |   |    |    | 100.0 |    |    | 100.0 |   |     |      |
|              | # |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | % |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | # |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | % |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | # |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | % |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | # |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | % |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | # |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |
|              | % |                                |    |    |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |    |    |       |   |     |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    100.0 percent  
Level of Goal Attainment for 2009:    100.0 percent  
Level of Goal Attainment for 2010:    100.0 percent

## Social Services, Department of (Page 1 of 2)

Agency Director: Kathleen M. Hayes, PHD

EEO Officer: Annette G. Lance

| 1            | 2                              |      |      |     |      |      |       | 3  |     |      | 4                |     |      | 5   |      |       |     |      |      |       | 6   |       |       |     |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|-----|------|------------------|-----|------|---|------|-------|-----|------|------|-------|---|-------|-------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |       |     |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |     |
|              | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF  | BF   | BM               | WF  | BF   | WM  | BM   | OM    | WF  | BF   | OF   | TOTAL | BM  | WF    | BF    |     |
| E1A          | #                              | 19   | 5    |     | 20   | 16   |       | 60   | 4.1 | 33.2 | 8.2              | NO  | NO   | NO  | 1    |       |     |      | 1    |       | 2   | YES   | YES   | YES |
|              | %                              | 31.7 | 8.3  |     | 33.3 | 26.7 |       | 100.0  |     |      |                  |     |      |   | 50.0 |       |     |      | 50.0 |       | 100.0   |       |       |     |
| E1B          | #                              | 18   | 6    |     | 23   | 15   |       | 62   | 6.7 | 43.5 | 17.7             | NO  | 6.4  | NO  | 1    |       |     | 1    | 3    |       | 5   | YES   | 85.3% | YES |
|              | %                              | 29.0 | 9.7  |     | 37.1 | 24.2 |       | 100.0  |     |      |                  |     |      |   | 20.0 |       |     | 20.0 | 60.0 |       | 100.0   |       |       |     |
| E2 and E2A   | #                              | 75   | 59   | 1   | 89   | 363  |       | 587  | 4.3 | 4.5  | 14.4             | NO  | NO   | NO  | 6    | 5     |     | 13   | 17   |       | 41  | YES   | YES   | YES |
|              | %                              | 12.8 | 10.1 | 0.2 | 15.2 | 61.8 |       | 100.0  |     |      |                  |     |      |   | 14.6 | 12.2  |     | 31.7 | 41.5 |       | 100.0   |       |       |     |
| E2B          | #                              | 30   | 17   | 1   | 89   | 178  | 3     | 318  | 5.1 | 37.2 | 29.4             | NO  | 9.2  | NO  |      | 7     | 1   | 9    | 7    |       | 24  | YES   | 75.3% | YES |
|              | %                              | 9.4  | 5.3  | 0.3 | 28.0 | 56.0 | 0.9   | 100.0  |     |      |                  |     |      |   |      | 29.2  | 4.2 | 37.5 | 29.2 |       | 100.0   |       |       |     |
| E2C          | #                              | 81   | 80   |     | 459  | 778  | 16    | 1414   | 5.1 | 40.2 | 33.2             | NO  | 7.7  | NO  | 5    | 5     |     | 35   | 100  | 5     | 150   | YES   | 80.8% | YES |
|              | %                              | 5.7  | 5.7  |     | 32.5 | 55.0 | 1.1   | 100.0  |     |      |                  |     |      |   | 3.3  | 3.3   |     | 23.3 | 66.7 | 3.3   | 100.0   |       |       |     |
| E3           | #                              | 19   | 2    | 3   | 16   | 14   | 1     | 55   | 5.0 | 28.1 | 0.3              | 1.4 | NO   | NO  |      | 1     |     |      |      | 1     | 72.0%   | YES   | YES   |     |
|              | %                              | 34.5 | 3.6  | 5.5 | 29.1 | 25.5 | 1.8   | 100.0  |     |      |                  |     |      |   |      | 100.0 |     |      |      | 100.0 |   |       |       |     |
| E5A          | #                              | 15   | 20   |     | 130  | 240  | 9     | 414  | 5.0 | 56.9 | 20.6             | 0.2 | 25.5 | NO  |      |       |     | 2    | 2    |       | 4   | 96.0% | 55.2% | YES |
|              | %                              | 3.6  | 4.8  |     | 31.4 | 58.0 | 2.2   | 100.0  |     |      |                  |     |      |   |      |       |     | 50.0 | 50.0 |       | 100.0   |       |       |     |
| E5B          | #                              | 2    |      |     | 77   | 80   |       | 159  | 4.4 | 32.4 | 43.7             | 4.4 | NO   | NO  |      | 1     |     | 3    | 5    |       | 9   | 0.0%  | YES   | YES |
|              | %                              | 1.3  |      |     | 48.4 | 50.3 |       | 100.0  |     |      |                  |     |      |   |      | 11.1  |     | 33.3 | 55.6 |       | 100.0   |       |       |     |
| E6A          | #                              | 5    | 3    |     | 87   | 125  | 3     | 223  | 1.0 | 69.0 | 15.7             | NO  | 30.0 | NO  |      |       |     | 5    | 7    |       | 12  | YES   | 56.5% | YES |
|              | %                              | 2.2  | 1.3  |     | 39.0 | 56.1 | 1.3   | 100.0  |     |      |                  |     |      |   |      |       |     | 41.7 | 58.3 |       | 100.0   |       |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    88.7 percent  
Level of Goal Attainment for 2009:    87.4 percent  
Level of Goal Attainment for 2010:    93.4 percent

## Social Services, Department of (Page 2 of 2)

Agency Director: Kathleen M. Hayes, PhD

EEO Officer: Annette G. Lance

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |      |
|-------------------|-------------------------------------|------|----|------|------|----|-------|---|------|------|-----------------------|-----|-----|--|----|----|----|----|----|-------|--|-------|------|
|                   | WM                                  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF  | WM   | BM | OM | WF | BF | OF | TOTAL | BM   | WF    | BF   |
| E6B               | # 4                                 | 2    |    | 19   | 21   |    | 43    | 5.6   | 47.6 | 28.5 | 0.9                   | 3.4 | NO  |  |    |    |    |    |    |       | 83.9%  | 92.9% | YES  |
|                   | % 2.3                               | 4.7  |    | 44.2 | 48.8 |    | 100.0 |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
| E8                | # 1                                 | 1    |    |      |      |    | 2     | 49.1  | 0.0  | 0.0  | NO                    | 0.0 | 0.0 |  |    |    |    |    |    |       | YES  | 0.0%  | 0.0% |
|                   | % 50.0                              | 50.0 |    |      |      |    | 100.0 |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | #                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | %                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | #                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | %                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | #                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | %                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | #                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | %                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | #                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | %                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | #                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | %                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | #                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |
|                   | %                                   |      |    |      |      |    |       |   |      |      |                       |     |     |  |    |    |    |    |    |       |  |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 88.7 percent

Level of Goal Attainment for 2009: 87.4 percent

Level of Goal Attainment for 2010: 93.3 percent

## South Carolina State University (Page 1 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

| EEO Short-Range Strategic Plan |                                |      |      |      |      |      |       |  |      |      |                  |     |      |   |    |      |      |       |       |       |   |     |       |       |
|--------------------------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|-----|------|---|----|------|------|-------|-------|-------|---|-----|-------|-------|
| 1                              | 2                              |      |      |      |      |      |       | 3  |      |      | 4                |     |      | 5   |    |      |      |       |       |       | 6   |     |       |       |
| EEO CATEGORY                   | ACTUAL WORKFORCE ON 09/30/2010 |      |      |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |      |      |       |       |       | % OF Goals Met Based on Adjusted Availability |     |       |       |
|                                | WM                             | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM | OM   | WF   | BF    | OF    | TOTAL | BM  | WF  | BF    |       |
| C1 and E1                      | #                              | 1    | 11   | 1    |      | 6    |       | 19   | 5.9  | 37.6 | 11.6             | NO  | 37.6 | NO  |    |      |      |       |       |       |   | YES | 0.0%  | YES   |
|                                | %                              | 5.3  | 57.9 | 5.3  |      | 31.6 |       | 100.0  |      |      |                  |     |      |   |    |      |      |       |       |       |   |     |       |       |
| C2                             | #                              | 1    | 6    | 2    |      | 9    |       | 18   | 13.6 | 29.1 | 16.0             | NO  | 29.1 | NO  |    |      |      |       |       |       |   | YES | 0.0%  | YES   |
|                                | %                              | 5.6  | 33.3 | 11.1 |      | 50.0 |       | 100.0  |      |      |                  |     |      |   |    |      |      |       |       |       |   |     |       |       |
| C3                             | #                              | 12   | 14   | 5    | 3    | 6    | 1     | 41   | 14.5 | 29.0 | 14.5             | NO  | 21.7 | 0.2   | *  |      |      |       |       |       |   | YES | 25.2% | 98.6% |
|                                | %                              | 29.3 | 34.1 | 12.2 | 7.3  | 14.3 | 2.4   | 100.0  |      |      |                  |     |      |   |    |      |      |       |       |       |   |     |       |       |
| C4                             | #                              | 7    | 20   | 1    | 8    | 12   | 3     | 51   | 10.8 | 33.4 | 15.8             | NO  | 17.7 | NO  |    |      |      |       |       |       |   | YES | 47.0% | YES   |
|                                | %                              | 13.7 | 39.2 | 2.0  | 15.7 | 23.5 | 5.9   | 100.0  |      |      |                  |     |      |   |    |      |      |       |       |       |   |     |       |       |
| C5                             | #                              | 12   | 23   | 10   | 8    | 41   | 5     | 99   | 8.3  | 37.0 | 16.3             | NO  | 28.9 | NO  |    | 3    | 1    |       | 3     | 1     | 8   | YES | 21.9% | YES   |
|                                | %                              | 12.1 | 23.2 | 10.1 | 8.1  | 41.4 | 5.1   | 100.0  |      |      |                  |     |      |   |    | 37.5 | 12.5 |       | 37.5  | 12.5  | 100.0   |     |       |       |
| C6                             | #                              | 7    | 8    | 1    | 4    | 14   |       | 34   | 6.5  | 38.2 | 12.3             | NO  | 26.4 | NO  |    |      |      |       | 1     |       |   | YES | 30.9% | YES   |
|                                | %                              | 20.6 | 23.5 | 2.9  | 11.8 | 41.2 |       | 100.0  |      |      |                  |     |      |   |    |      |      |       | 100.0 |       |   |     |       |       |
| C7                             | #                              | 3    |      | 1    | 12   | 1    |       | 17   | 6.1  | 57.1 | 16.2             | 6.1 | NO   | 10.3  |    |      |      | 5     |       |       | 0.0%  | YES | 36.4% |       |
|                                | %                              | 17.6 |      | 5.9  | 70.6 | 5.9  |       | 100.0  |      |      |                  |     |      |   |    |      |      | 100.0 |       |       |   |     |       |       |
| C8                             | #                              | 1    | 3    |      |      | 1    |       | 5  | 8.2  | 38.9 | 12.1             | NO  | 38.9 | NO  |    | 1    |      |       | 1     |       |   | YES | 0.0%  | YES   |
|                                | %                              | 20.0 | 60.0 |      |      | 20.0 |       | 100.0  |      |      |                  |     |      |   |    | 50.0 |      |       | 50.0  |       |   |     |       |       |
| C9                             | #                              | 5    | 22   | 2    | 1    | 10   |       | 40   | 8.3  | 22.3 | 7.0              | NO  | 19.8 | NO  |    | 4    |      | 1     |       |       |   | YES | 11.2% | YES   |
|                                | %                              | 12.5 | 55.0 | 5.0  | 2.5  | 25.0 |       | 100.0  |      |      |                  |     |      |   |    | 80.0 |      | 20.0  |       |       |   |     |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    72.4 percent

Level of Goal Attainment for 2009:    72.0 percent

Level of Goal Attainment for 2010:    71.5 percent

## South Carolina State University (Page 2 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

| 1            |   | 2                              |      |     |     |      |     |       | 3  |      |      | 4                |      |     | 5   |      |     |     |       |    |       | 6   |       |      |
|--------------|---|--------------------------------|------|-----|-----|------|-----|-------|--|------|------|------------------|------|-----|---|------|-----|-----|-------|----|-------|---|-------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |     |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |     |     |       |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              |   | WM                             | BM   | OM  | WF  | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM  | WF  | BF    | OF | TOTAL | BM  | WF    | BF   |
|              |   | #                              | %    | #   | %   | #    | %   | #     | #  | %    | %    | NO               | %    | NO  | #   | %    | #   | %   | #     | %  | #     | YES   | %     | YES  |
| E2           | # | 2                              | 32   | 2   | 3   | 91   | 3   | 133   | 8.9  | 35.4 | 18.1 | NO               | 33.1 | NO  | 1   | 6    | 1   | 1   | 4     |    | 13    | YES   | 6.5%  | YES  |
|              | % | 1.5                            | 24.1 | 1.5 | 2.3 | 68.4 | 2.3 | 100.0 |  |      |      |                  |      |     | 7.7   | 46.2 | 7.7 | 7.7 | 30.8  |    | 100.0 |   |       |      |
| E3           | # | 2                              | 10   | 1   |     | 24   | 1   | 38    | 9.5  | 30.0 | 14.2 | NO               | 30.0 | NO  |   |      |     |     | 3     |    | 3     | YES   | 0.0%  | YES  |
|              | % | 5.3                            | 26.3 | 2.6 |     | 63.2 | 2.6 | 100.0 |  |      |      |                  |      |     |   |      |     |     | 100.0 |    | 100.0 |   |       |      |
| E4           | # | 1                              | 17   |     | 1   | 6    | 1   | 26    | 14.2   | 16.0 | 5.9  | NO               | 12.2 | NO  | 1   | 6    |     | 1   | 3     |    | 11    | YES   | 23.8% | YES  |
|              | % | 3.8                            | 65.4 |     | 3.8 | 23.1 | 3.8 | 100.0 |  |      |      |                  |      |     | 9.1   | 54.5 |     | 9.1 | 27.3  |    | 100.0 |   |       |      |
| E5           | # |                                | 2    |     | 1   | 33   |     | 36    | 7.2  | 44.0 | 19.9 |                  | *    |     |   |      |     |     | 1     |    | 1     | 77.8%   | *     |      |
|              | % |                                | 5.6  |     | 2.8 | 91.7 |     | 100.0 |  |      |      | 1.6              | 41.2 | NO  |   |      |     |     | 100.0 |    |       |   |       | YES  |
| E6           | # |                                | 5    |     | 2   | 43   |     | 50    | 4.8  | 47.4 | 20.9 | NO               | 43.4 | NO  |   |      |     |     | 2     |    | 2     | YES   | 8.4%  | YES  |
|              | % |                                | 10.0 |     | 4.0 | 86.0 |     | 100.0 |  |      |      |                  |      |     |   |      |     |     | 100.0 |    | 100.0 |   |       |      |
| E7           | # | 1                              | 2    |     |     |      |     | 3     | 12.1   | 13.8 | 8.3  | NO               | 13.8 | 8.3 |   |      |     |     |       |    |       | YES   | 0.0%  | 0.0% |
|              | % | 33.3                           | 66.7 |     |     |      |     | 100.0 |  |      |      |                  |      |     |   |      |     |     |       |    |       |   |       |      |
| E8           | # |                                | 11   |     | 1   | 9    |     | 21    | 18.3   | 20.3 | 19.7 | NO               | 15.5 | NO  |   |      |     |     |       |    |       | YES   | 23.6% | YES  |
|              | % |                                | 52.4 |     | 4.8 | 42.9 |     | 100.0 |  |      |      |                  |      |     |   |      |     |     |       |    |       |   |       |      |
|              |   |                                |      |     |     |      |     |       |  |      |      |                  |      |     |   |      |     |     |       |    |       |   |       |      |
|              |   |                                |      |     |     |      |     |       |  |      |      |                  |      |     |   |      |     |     |       |    |       |   |       |      |
|              |   |                                |      |     |     |      |     |       |  |      |      |                  |      |     |   |      |     |     |       |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    72.4 percent

Level of Goal Attainment for 2009:    72.0 percent

Level of Goal Attainment for 2010:    71.5 percent

## Aiken Technical College

President: Dr. Susan Winsor

EEO Officer: Sylvia Byrd

| 1             | 2                              |      |      |    |      |      |    | 3  |      |      | 4                |     |      | 5   |      |    |    |      |      |    |       | 6   |       |      |
|---------------|--------------------------------|------|------|----|------|------|----|--|------|------|------------------|-----|------|---|------|----|----|------|------|----|-------|---|-------|------|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |    | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|               | #                              | WM   | BM   | OM | WF   | BF   | OF | TOTAL  | BM   | WF   | BF               | BM  | WF   | BF  | WM   | BM | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF   |
| T1            | %                              | 2    |      |    | 2    |      |    | 4  | 3.7  | 47.8 | 15.2             | 3.7 | NO   | 15.2  |      |    |    |      |      |    |       | 0.0%  | YES   | 0.0% |
| T3, T4 and T5 | %                              | 23   | 3    | 1  | 20   | 8    | 3  | 58   | 3.5  | 37.0 | 12.3             | NO  | 2.5  | NO  | 4    | 1  |    | 3    |      |    | 8     | YES   | 93.2% | YES  |
| E2 and E3     | %                              | 15   | 2    |    | 23   | 10   |    | 50   | 8.0  | 34.8 | 13.2             | 4.0 | NO   | NO  | 5    |    |    | 5    | 1    |    | 11    | 50.0%   | YES   | YES  |
| E5 and E6     | %                              | 30.0 | 4.0  |    | 46.0 | 20.0 |    | 100.0  |      |      |                  |     |      |   | 45.5 |    |    | 45.5 | 9.1  |    | 100.0 |   |       |      |
| E7 and E8     | %                              | 1    | 1    |    | 8    | 9    |    | 19   | 1.1  | 56.1 | 20.6             | NO  | 14.0 | NO  |      |    |    | 2    | 1    |    | 3     | YES   | 75.0% | YES  |
|               | %                              | 5.3  | 5.3  |    | 42.1 | 47.4 |    | 100.0  |      |      |                  |     |      |   |      |    |    | 66.7 | 33.3 |    | 100.0 |   |       |      |
|               | %                              | 2    | 2    |    |      |      |    | 4  | 22.0 | 7.8  | 7.0              | NO  | 7.8  | 7.0   |      |    |    |      |      |    | 100.0 | YES   | 0.0%  | 0.0% |
|               | %                              | 50.0 | 50.0 |    |      |      |    | 100.0  |      |      |                  |     |      |   |      |    |    |      |      |    |       |   |       |      |
|               | %                              |      |      |    |      |      |    |  |      |      |                  |     |      |   |      |    |    |      |      |    |       |   |       |      |
|               | %                              |      |      |    |      |      |    |  |      |      |                  |     |      |   |      |    |    |      |      |    |       |   |       |      |
|               | %                              |      |      |    |      |      |    |  |      |      |                  |     |      |   |      |    |    |      |      |    |       |   |       |      |
|               | %                              |      |      |    |      |      |    |  |      |      |                  |     |      |   |      |    |    |      |      |    |       |   |       |      |
|               | %                              |      |      |    |      |      |    |  |      |      |                  |     |      |   |      |    |    |      |      |    |       |   |       |      |
|               | %                              |      |      |    |      |      |    |  |      |      |                  |     |      |   |      |    |    |      |      |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    96.6 percent

Level of Goal Attainment for 2009:    94.3 percent

Level of Goal Attainment for 2010:    92.6 percent



# Central Carolina Technical College

President: Tim Hardee

EEO Officer:Ronalda Stover

| 1              | 2                              |      |      |       |      |      |       | 3  |      |      | 4                |    |      | 5   |    |    |      |      |      |       | 6   |     |       |
|----------------|--------------------------------|------|------|-------|------|------|-------|--|------|------|------------------|----|------|---|----|----|------|------|------|-------|---|-----|-------|
| EEO CATEGORY   | ACTUAL WORKFORCE ON 09/30/2010 |      |      |       |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |      |      |      |       | % OF Goals Met Based on Adjusted Availability |     |       |
|                | WM                             | BM   | OM   | WF    | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF | BF   | WM  | BM | OM | WF   | BF   | OF   | TOTAL | BM  | WF  | BF    |
| T1 and T2      | #                              |      |      | 4     |      |      | 4     | 4.7  | 41.4 | 11.3 | 4.7              | NO | 11.3 |   |    |    |      |      |      |       | 0.0%  | YES | 0.0%  |
|                | %                              |      |      | 100.0 |      |      | 100.0 |  |      |      |                  |    |      |   |    |    |      |      |      |       |   |     |       |
| T3 and T4      | #                              | 44   | 3    |       | 48   | 7    | 102   | 3.0  | 33.9 | 4.4  | 0.1              | NO | NO   | 9   |    |    | 11   | 4    |      | 24    | 96.7%   | YES | YES   |
|                | %                              | 43.1 | 2.9  |       | 47.1 | 6.9  | 100.0 |  |      |      |                  |    |      | 37.5  |    |    | 45.8 | 16.7 |      | 100.0 |   |     |       |
| T5 and E2      | #                              | 6    |      | 1     | 19   | 12   | 40    | 6.8  | 32.9 | 18.5 | 6.8              | NO | NO   |   |    |    | 4    | 4    | 2    | 10    | 0.0%  | YES | YES   |
|                | %                              | 15.0 |      | 2.5   | 47.5 | 30.0 | 100.0 |  |      |      |                  |    |      |   |    |    | 40.0 | 40.0 | 20.0 | 100.0 |   |     |       |
| E3, E4, and E5 | #                              | 3    |      |       | 11   | 4    | 20    | 6.0  | 45.7 | 9.2  | 6.0              | NO | NO   | 1   |    |    | 3    | 1    |      | 5     | 0.0%  | YES | YES   |
|                | %                              | 15.0 |      |       | 55.0 | 20.0 | 100.0 |  |      |      |                  |    |      | 20.0  |    |    | 60.0 | 20.0 |      | 100.0 |   |     |       |
| E6             | #                              |      |      |       | 17   | 5    | 22    | 3.8  | 54.5 | 26.1 | 3.8              | NO | 3.4  |   |    |    | 2    | 2    |      | 4     | 0.0%  | YES | 87.0% |
|                | %                              |      |      |       | 77.3 | 22.7 | 100.0 |  |      |      |                  |    |      |   |    |    | 50.0 | 50.0 |      | 100.0 |   |     |       |
| E7 and E8      | #                              | 6    | 2    |       | 1    | 2    | 11    | 21.5   | 0.8  | 2.7  | 3.3              | NO | NO   | 3   |    |    |      |      |      | 3     | 84.7%   | YES | YES   |
|                | %                              | 54.5 | 18.2 |       | 9.1  | 18.2 | 100.0 |  |      |      |                  |    |      | 100.0   |    |    |      |      |      | 100.0 |   |     |       |
|                | #                              |      |      |       |      |      |       |  |      |      |                  |    |      |   |    |    |      |      |      |       |   |     |       |
|                | %                              |      |      |       |      |      |       |  |      |      |                  |    |      |   |    |    |      |      |      |       |   |     |       |
|                | #                              |      |      |       |      |      |       |  |      |      |                  |    |      |   |    |    |      |      |      |       |   |     |       |
|                | %                              |      |      |       |      |      |       |  |      |      |                  |    |      |   |    |    |      |      |      |       |   |     |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    92.9 percent  
Level of Goal Attainment for 2009:    83.8 percent  
Level of Goal Attainment for 2010:    84.6 percent

## Technical College of the Low Country

Agency Director: Thomas Leitzel

EEO Officer: Sona Lyttle

| 1              | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |      | 5   |       |      |      |      |      |       | 6   |        |        |        |
|----------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|-------|------|------|------|------|-------|---|--------|--------|--------|
| EEO CATEGORY   | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |      |      |      |      |       | % OF Goals Met Based on Adjusted Availability |        |        |        |
|                | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM    | OM   | WF   | BF   | OF   | TOTAL | BM  | WF     | BF     |        |
| T1 and E1      | #                              | 3    | 1    |     | 4    | 1    | 9     | 3.6  | 30.2 | 11.2 | NO               | NO  | 0.1  | 1   |       |      |      |      |      | 1     | YES   | YES    | 99.1%* |        |
|                | %                              | 33.3 | 11.1 |     | 44.4 | 11.1 |       |  |      |      |                  |     |      | 100.0   | 100.0 |      |      |      |      |       |   |        |        |        |
| T3 and T4      | #                              | 12   | 4    | 1   | 28   | 4    | 2     | 51   | 6.0  | 39.8 | 1.6              | NO  | NO   | NO  |       | 1    |      | 2    |      | 2     | 5   | YES    | YES    | YES    |
|                | %                              | 23.5 | 7.8  | 2.0 | 54.9 | 7.8  | 3.9   | 100.0  |      |      |                  |     |      |   |       | 20.0 |      | 40.0 |      | 40.0  | 100.0   |        |        |        |
| T5 and E2      | #                              | 3    | 2    | 1   | 16   | 7    |       | 29   | 8.7  | 38.7 | 16.3             | 1.8 | NO   | NO  |       | 1    |      | 3    | 4    |       | 8   | 79.3%* | YES    | YES    |
|                | %                              | 10.3 | 6.9  | 3.4 | 55.2 | 24.1 |       | 100.0  |      |      |                  |     |      |   |       | 12.5 |      | 37.5 | 50.0 |       | 100.0   |        |        |        |
| E3 and E5      | #                              | 4    | 1    |     | 9    | 3    | 2     | 19   | 5.1  | 43.9 | 20.4             | NO  | NO   | 4.6   | *     |      |      | 1    | 1    |       | 2   | YES    | YES    | 77.5%* |
|                | %                              | 21.1 | 5.3  |     | 47.4 | 15.8 | 10.5  | 100.0  |      |      |                  |     |      |   |       |      |      | 50.0 | 50.0 |       | 100.0   |        |        |        |
| E6             | #                              |      | 1    |     | 5    | 11   |       | 17   | 1.0  | 50.7 | 31.3             | NO  | 21.3 | NO  |       | 1    |      |      | 1    |       | 2   | YES    | 58.0%  | YES    |
|                | %                              |      | 5.9  |     | 29.4 | 64.7 |       | 100.0  |      |      |                  |     |      |   |       | 50.0 |      | 50.0 |      | 100.0 |   |        |        |        |
| E4, E7, and E8 | #                              | 6    | 7    |     | 2    |      | 1     | 16   | 17.6 | 12.0 | 9.7              | NO  | NO   | 9.7   | 1     | 1    |      |      |      | 1     | 3   | YES    | YES    | 0.0%   |
|                | %                              | 37.5 | 43.8 |     | 12.5 |      | 6.3   | 100.0  |      |      |                  |     |      |   |       | 33.3 | 33.3 |      |      |       | 33.3  |        |        |        |
|                | #                              |      |      |     |      |      |       |  |      |      |                  |     |      |   |       |      |      |      |      |       |   |        |        |        |
|                | %                              |      |      |     |      |      |       |  |      |      |                  |     |      |   |       |      |      |      |      |       |   |        |        |        |
|                | #                              |      |      |     |      |      |       |  |      |      |                  |     |      |   |       |      |      |      |      |       |   |        |        |        |
|                | %                              |      |      |     |      |      |       |  |      |      |                  |     |      |   |       |      |      |      |      |       |   |        |        |        |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    86.5 percent

Level of Goal Attainment for 2009:    89.0 percent

Level of Goal Attainment for 2010:    89.7 percent

## Technical & Comprehensive Education, State Board for

Agency Director: Dr. Darrel Staat

EEO Officer: Kandy N. Peacock

| 1             |   | 2                              |     |      |      |      |     |       | 3  |      |      | 4                |    |     | 5   |    |    |      |       |    |       | 6   |     |       |
|---------------|---|--------------------------------|-----|------|------|------|-----|-------|--|------|------|------------------|----|-----|---|----|----|------|-------|----|-------|---|-----|-------|
| EEO CATEGORY  |   | ACTUAL WORKFORCE ON 09/30/2010 |     |      |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |      |       |    |       | % OF Goals Met Based on Adjusted Availability |     |       |
|               |   | WM                             | BM  | OM   | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF | BF  | WM  | BM | OM | WF   | BF    | OF | TOTAL | BM  | WF  | BF    |
| E1            | # | 1                              |     | 1    | 3    | 1    |     | 6     | 4.2  | 42.0 | 20.9 | 4.2              | NO | 4.2 |   |    |    |      |       |    |       | 0.0%  | YES | 79.9% |
|               | % | 16.7                           |     | 16.7 | 50.0 | 16.7 |     | 100.0 |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
| E2            | # | 9                              | 1   | 1    | 17   | 7    | 1   | 36    | 6.2  | 33.6 | 8.9  | 3.4              | NO | NO  |   | 1  |    | 1    |       |    | 2     | 45.2%   | YES | YES   |
|               | % | 25.0                           | 2.8 | 2.8  | 47.2 | 19.4 | 2.8 | 100.0 |  |      |      |                  |    |     | 50.0  |    |    | 50.0 |       |    | 100.0 |   |     |       |
| E3, E5 and E6 | # | 4                              | 1   | 1    | 9    | 1    |     | 16    | 2.7  | 51.9 | 13.2 | NO               | NO | 6.9 |   |    |    |      | 1     |    | 1     | YES   | YES | 47.7% |
|               | % | 25.0                           | 6.3 | 6.3  | 56.3 | 6.3  |     | 100.0 |  |      |      |                  |    |     |   |    |    |      | 100.0 |    | 100.0 |   |     |       |
|               | # |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | % |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | # |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | % |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | # |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | % |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | # |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | % |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | # |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | % |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | # |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |
|               | % |                                |     |      |      |      |     |       |  |      |      |                  |    |     |   |    |    |      |       |    |       |   |     |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 93.0 percent

Level of Goal Attainment for 2009: 83.3 percent

Level of Goal Attainment for 2010: 84.1 percent

## Denmark Technical College

Agency Director: Dr. Walt Tobin, President

EEO Officer: Tanika Bryant

| 1             | 2                              |      |      |      |      |      |     | 3  |      |      | 4                |    |      | 5   |    |      |    |    |      |    |       | 6   |       |     |
|---------------|--------------------------------|------|------|------|------|------|-----|--|------|------|------------------|----|------|---|----|------|----|----|------|----|-------|---|-------|-----|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |      |      |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |      |    |    |      |    |       | % OF Goals Met Based on Adjusted Availability |       |     |
|               | #                              | WM   | BM   | OM   | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM | WF   | BF  | WM | BM   | OM | WF | BF   | OF | TOTAL | BM  | WF    | BF  |
| T1 and T2     |                                | 2    | 1    |      | 2    |      |     | 5  | 21.0 | 15.1 | 26.7             | NO | 15.1 | NO  |    | 1    |    |    | 2    |    | 3     | YES   | 0.0%  | YES |
|               | %                              |      | 40.0 | 20.0 |      | 40.0 |     | 100.0  |      |      |                  |    |      |   |    | 33.3 |    |    | 66.7 |    | 100.0 |   |       |     |
| T3 and T4     | #                              | 4    | 10   | 4    | 3    | 15   | 1   | 37   | 21.6 | 14.3 | 19.2             | NO | 6.2  | NO  |    |      |    |    |      |    |       | YES   | 56.6% | YES |
|               | %                              | 10.8 | 27.0 | 10.8 | 8.1  | 40.5 | 2.7 | 100.0  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
| E2            | #                              | 2    | 8    |      |      | 14   | 1   | 25   | 17.1 | 18.2 | 37.2             | NO | 18.2 | NO  |    |      |    |    |      |    |       | YES   | 0.0%  | YES |
|               | %                              | 8.0  | 32.0 |      |      | 56.0 | 4.0 | 100.0  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
| E3, E5 and E6 | #                              | 1    | 2    |      | 6    | 18   |     | 27   | 4.8  | 45.0 | 34.1             | NO | 22.8 | NO  |    |      |    |    |      |    |       | YES   | 49.3% | YES |
|               | %                              | 3.7  | 7.4  |      | 22.2 | 66.7 |     | 100.0  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
| E4, E7 and E8 | #                              |      | 9    |      |      | 6    |     | 15   | 29.2 | 4.4  | 14.5             | NO | 4.4  | NO  |    |      |    |    |      |    |       | YES   | 0.0%  | YES |
|               | %                              |      | 60.0 |      |      | 40.0 |     | 100.0  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | #                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | %                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | #                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | %                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | #                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | %                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | #                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |
|               | %                              |      |      |      |      |      |     |  |      |      |                  |    |      |   |    |      |    |    |      |    |       |   |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 80.8 percent

Level of Goal Attainment for 2009: 75.2 percent

Level of Goal Attainment for 2010: 85.1 percent

# Florence Darlington Technical College

President: Dr. Charles Gould

EEO Officer: Terry Dingle

| 1             | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |      |     | 5   |       |       |       |      |    |       | 6   |       |       |       |
|---------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|-----|---|-------|-------|-------|------|----|-------|---|-------|-------|-------|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |       |       |       |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |       |
|               | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM    | OM    | WF    | BF   | OF | TOTAL | BM  | WF    | BF    |       |
| T1, T2 and E1 | #                              | 6    | 1    |     | 2    | 1    | 10    | 8.5  | 34.7 | 16.3 | NO               | 14.7 | 6.3 | 1   |       |       |       |      |    |       | 1   | YES   | 57.6% | 61.3% |
|               | %                              | 60.0 | 10.0 |     | 20.0 | 10.0 |       |  |      |      |                  |      |     | 100.0   | 100.0 | 100.0 |       |      |    |       |   |       |       |       |
| T3, T4 and T5 | #                              | 40   | 3    | 5   | 34   | 15   | 2     | 99   | 7.8  | 30.1 | 11.0             | 4.8  | NO  | NO  | 2     |       |       | 4    | 2  |       | 8   | 38.5% | YES   | YES   |
|               | %                              | 40.4 | 3.0  | 5.1 | 34.3 | 15.2 | 2.0   | 100.0  |      |      |                  |      |     |   | 25.0  |       | 50.0  | 25.0 |    | 100.0 |   |       |       |       |
| E2            | #                              | 11   | 2    |     | 29   | 19   | 1     | 62   | 8.7  | 36.6 | 20.8             | 5.5  | NO  | NO  |       |       |       | 3    | 3  |       | 6   | 36.8% | YES   | YES   |
|               | %                              | 17.7 | 3.2  |     | 46.8 | 30.6 | 1.6   | 100.0  |      |      |                  |      |     |   |       |       | 50.0  | 50.0 |    | 100.0 |   |       |       |       |
| E5 and E6     | #                              |      | 2    |     | 17   | 12   | 1     | 32   | 5.2  | 58.5 | 26.6             | NO   | 5.4 | NO  |       |       |       | 2    |    |       | 2   | YES   | 90.8% | YES   |
|               | %                              |      | 6.3  |     | 53.1 | 37.5 | 3.1   | 100.0  |      |      |                  |      |     |   |       |       | 100.0 |      |    | 100.0 |   |       |       |       |
| E3, E7 and E8 | #                              | 14   | 7    |     | 4    | 1    | 1     | 27   | 23.1 | 14.7 | 17.6             | NO   | NO  | 13.9  | 3     |       |       |      |    |       | 3   | YES   | YES   | 21.0% |
|               | %                              | 51.9 | 25.9 |     | 14.8 | 3.7  | 3.7   | 100.0  |      |      |                  |      |     |   | 100.0 | 100.0 |       |      |    |       |   |       |       |       |
|               | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |       |       |       |      |    |       |   |       |       |       |
|               | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |       |       |       |      |    |       |   |       |       |       |
|               | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |       |       |       |      |    |       |   |       |       |       |
|               | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |       |       |       |      |    |       |   |       |       |       |
|               | #                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |       |       |       |      |    |       |   |       |       |       |
|               | %                              |      |      |     |      |      |       |  |      |      |                  |      |     |   |       |       |       |      |    |       |   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    80.0 percent

Level of Goal Attainment for 2009:    81.2 percent

Level of Goal Attainment for 2010:    80.4 percent

## Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Curtis Harkness

| 1             |   | 2                              |      |     |      |      |     |       | 3  |      |     | 4                |     |    | 5   |      |      |       |      |    |       | 6   |       |     |
|---------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|-----|------------------|-----|----|---|------|------|-------|------|----|-------|---|-------|-----|
| EEO CATEGORY  |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |     |    | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |       |      |    |       | % OF Goals Met Based on Adjusted Availability |       |     |
|               |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF  | BM               | WF  | BF | WM  | BM   | OM   | WF    | BF   | OF | TOTAL | BM  | WF    | BF  |
| T1, T2 and E1 | # | 13                             | 4    |     | 15   | 6    |     | 38    | 4.4  | 40.2 | 6.3 | NO               | 0.7 | NO |   |      |      | 2     |      |    | 2     | YES   | 98.3% | YES |
|               | % | 34.2                           | 10.5 |     | 39.5 | 15.8 |     | 100.0 |  |      |     |                  |     |    |   |      |      | 100.0 |      |    | 100.0 |   |       |     |
| T3 and T4     | # | 129                            | 10   | 2   | 179  | 24   | 5   | 349   | 1.8  | 35.2 | 4.0 | NO               | NO  | NO | 8   | 3    |      | 22    | 3    |    | 36    | YES   | YES   | YES |
|               | % | 37.0                           | 2.9  | 0.6 | 51.3 | 6.9  | 1.4 | 100.0 |  |      |     |                  |     |    | 22.2  | 8.3  |      | 61.1  | 8.3  |    | 100.0 |   |       |     |
| T5 and E2     | # | 28                             | 6    | 1   | 84   | 22   | 2   | 143   | 3.8  | 40.9 | 7.8 | NO               | NO  | NO | 3   | 1    |      | 12    | 6    |    | 22    | YES   | YES   | YES |
|               | % | 19.6                           | 4.2  | 0.7 | 58.7 | 15.4 | 1.4 | 100.0 |  |      |     |                  |     |    | 13.6  | 4.5  |      | 54.5  | 27.3 |    | 100.0 |   |       |     |
| E3, E4 and E5 | # | 20                             | 3    | 2   | 41   | 19   | 2   | 87    | 4.3  | 51.0 | 6.4 | NO               | *   |    | 3   | 1    |      | 2     | 2    |    | 8     | 79.1%   | 92.4% | YES |
|               | % | 23.0                           | 3.4  | 2.3 | 47.1 | 21.8 | 2.3 | 100.0 |  |      |     | 0.9              | 3.9 | NO | 37.5  | 12.5 |      | 2.0   | 25.0 |    | 100.0 |   |       |     |
| E6            | # |                                | 1    |     | 20   | 9    |     | 30    | 0.5  | 78.9 | 6.6 | NO               |     |    |   |      |      | 2     |      |    | 2     | YES   | 84.5% | YES |
|               | % |                                | 3.3  |     | 66.7 | 30.0 |     | 100.0 |  |      |     |                  |     |    |   |      |      | 100.0 |      |    | 100.0 |   |       |     |
| E7 and E8     | # | 27                             | 4    | 2   | 5    | 6    |     | 44    | 10.5   | 13.8 | 5.2 | 1.4              | 2.4 | NO | 2   |      | 1    |       | 1    |    | 4     | 86.7%   | 82.6% | YES |
|               | % | 61.4                           | 9.1  | 4.5 | 11.4 | 13.6 |     | 100.0 |  |      |     |                  |     |    | 50.0  |      | 25.0 |       | 25.0 |    | 100.0 |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |     |                  |     |    |   |      |      |       |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |     |                  |     |    |   |      |      |       |      |    |       |   |       |     |
|               | # |                                |      |     |      |      |     |       |  |      |     |                  |     |    |   |      |      |       |      |    |       |   |       |     |
|               | % |                                |      |     |      |      |     |       |  |      |     |                  |     |    |   |      |      |       |      |    |       |   |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    96.5 percent

Level of Goal Attainment for 2009:    95.1 percent

Level of Goal Attainment for 2010:    95.7 percent

## Horry - Georgetown Technical College

President: H. Neyle Wilson

EEO Officer: Judy Hardee

| 1            |   | 2                              |     |     |      |      |     |       | 3  |      |      | 4                |     |      | 5   |      |    |      |      |     |       | 6   |       |      |
|--------------|---|--------------------------------|-----|-----|------|------|-----|-------|--|------|------|------------------|-----|------|---|------|----|------|------|-----|-------|---|-------|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |     |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |      |      |     |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              |   | WM                             | BM  | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM | WF   | BF   | OF  | TOTAL | BM  | WF    | BF   |
|              |   | #                              | #   | #   | #    | #    | #   | #     | #  | #    | #    | #                | #   | #    | #   | #    | #  | #    | #    | #   | #     | #   | #     | #    |
| T1 and T2    | % | 5                              | 1   |     | 5    |      |     | 11    | 10.9   | 42.3 | 14.3 | 1.8              | NO  | 14.3 |   |      |    |      |      |     |       | 83.5%   | YES   | 0.0% |
| T3 and T4    | % | 59                             | 3   | 1   | 67   | 9    | 4   | 143   | 1.6  | 36.7 | 2.2  | NO               | NO  | NO   | 6   |      |    | 3    | 1    | 1   | 11    | YES   | YES   | YES  |
| T5 and E2    | % | 41.3                           | 2.1 | 0.7 | 46.9 | 6.3  | 2.8 | 100.0 | 6.7  | 42.0 | 11.1 | 0.6              | 1.2 | NO   | 54.5  |      |    | 27.3 | 9.1  | 9.1 | 100.0 | 91.0%   | 97.1% | YES  |
| E3 and E5    | % | 11                             | 3   |     | 20   | 15   |     | 49    | 1.1  | 46.7 | 6.4  | NO               | NO  | NO   | 2   |      |    | 3    | 3    |     | 8     | YES   | YES   | YES  |
| E6           | % | 22.4                           | 6.1 |     | 40.8 | 30.6 |     | 100.0 | 1.0  | 65.0 | 6.2  | NO               | NO  | NO   | 25.0  | 1    |    | 37.5 | 37.5 |     | 100.0 | YES   | YES   | YES  |
| E7 and E8    | % | 9                              | 3   |     | 17   | 5    |     | 34    | 19.7   | 11.6 | 8.3  | 11.4             | NO  | 8.3  |   |      |    |      |      |     |       | 42.1%   | YES   | 0.0% |
|              | % | 26.5                           | 8.8 |     | 50.0 | 14.7 |     | 100.0 |  |      |      |                  |     |      |   | 50.0 |    | 50.0 |      |     | 100.0 |   |       |      |
|              | % | 2                              | 1   |     | 21   | 5    | 1   | 30    |  |      |      |                  |     |      | 1   |      |    | 3    |      |     | 4     |   |       |      |
|              | % | 6.7                            | 3.3 |     | 70.0 | 16.7 | 3.3 | 100.0 |  |      |      |                  |     |      | 25.0  |      |    | 75.0 |      |     | 100.0 |   |       |      |
|              | % | 19                             | 3   |     | 14   |      |     | 36    |  |      |      |                  |     |      |   |      |    |      |      |     |       |   |       |      |
|              | % | 52.8                           | 8.3 |     | 38.9 |      |     | 100.0 |  |      |      |                  |     |      |   |      |    |      |      |     |       |   |       |      |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |      |   |      |    |      |      |     |       |   |       |      |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |      |   |      |    |      |      |     |       |   |       |      |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |      |   |      |    |      |      |     |       |   |       |      |
|              | % |                                |     |     |      |      |     |       |  |      |      |                  |     |      |   |      |    |      |      |     |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

**If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.**

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 87.2 percent

Level of Goal Attainment for 2009: 84.9 percent

Level of Goal Attainment for 2010: 84.1 percent

# Midlands Technical College

President: Marshall White, Jr.

EEO Officer: Ronald L. Rhames

| 1            | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |      |     | 5   |      |      |      |      |      |       | 6   |       |       |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|-----|---|------|------|------|------|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |
| T1 and T2    | # 4                            | 2    |     | 5    | 3    |     | 14    | 6.9  | 39.9 | 20.4 | NO               | 4.2  | NO  |   |      |      |      |      |      |       | YES   | 89.5% | YES   |
|              | % 28.6                         | 14.3 |     | 35.7 | 21.4 |     | 100.0 |  |      |      |                  |      |     |   |      |      |      |      |      |       |   |       |       |
| T3 and T4    | # 84                           | 5    | 2   | 106  | 20   | 6   | 223   | 3.8  | 36.4 | 7.8  | 1.6              | NO   | NO  | 4   |      | 1    | 3    | 1    | 1    | 10    | 57.9%   | YES   | YES   |
|              | % 37.7                         | 2.2  | 0.9 | 47.5 | 9.0  | 2.7 | 100.0 |  |      |      |                  |      |     | 40.0  |      | 10.0 | 30.0 | 10.0 | 10.0 | 100.0 |   |       |       |
| T5 and E2    | # 27                           | 9    |     | 54   | 47   | 3   | 140   | 6.5  | 39.7 | 19.9 | 0.1              | 1.1  | NO  | 2   | 1    |      | 3    | 3    |      | 9     | 98.5%   | 97.2% | YES   |
|              | % 19.3                         | 6.4  |     | 38.6 | 33.6 | 2.1 | 100.0 |  |      |      |                  |      |     | 22.2  | 11.1 |      | 33.3 | 33.3 |      | 100.0 |   |       |       |
| E3           | # 21                           | 9    |     | 16   | 6    |     | 52    | 9.9  | 31.5 | 12.0 | NO               | 0.7  | 0.5 | 1   |      |      |      |      |      | 1     | YES   | 97.8% | 95.8% |
|              | % 40.4                         | 17.3 |     | 30.8 | 11.5 |     | 100.0 |  |      |      |                  |      |     | 100.0   |      |      |      |      |      | 100.0 |   |       |       |
| E4 and E5    | # 4                            | 3    |     | 26   | 15   | 1   | 49    | 5.2  | 50.3 | 17.9 | NO               | NO   | NO  |   |      |      | 2    | 1    |      | 3     | YES   | YES   | YES   |
|              | % 8.2                          | 6.1  |     | 53.1 | 30.6 | 2.0 | 100.0 |  |      |      |                  |      |     |   |      |      | 66.7 | 33.3 |      | 100.0 |   |       |       |
| E6           | # 1                            | 4    |     | 26   | 15   | 1   | 47    | 1.4  | 70.8 | 15.7 | NO               | 15.5 | NO  |   | 2    |      | 3    |      |      | 5     | YES   | 78.1% | YES   |
|              | % 2.1                          | 8.5  |     | 55.3 | 31.9 | 2.1 | 100.0 |  |      |      |                  |      |     |   | 40.0 |      | 60.0 |      |      | 100.0 |   |       |       |
| E7           | # 12                           | 1    |     |      | 1    |     | 14    | 13.7   | 4.2  | 4.2  | 6.6              | 4.2  | NO  |   |      |      |      |      |      |       | 51.8%   | 0.0%  | YES   |
|              | % 85.7                         | 7.1  |     |      | 7.1  |     | 100.0 |  |      |      |                  |      |     |   |      |      |      |      |      |       |   |       |       |
| E8           | # 8                            | 6    |     | 3    | 1    |     | 18    | 23.7   | 14.2 | 9.5  | NO               | NO   | 3.9 | 1   | 1    |      |      |      |      | 2     | YES   | YES   | 58.9% |
|              | % 44.4                         | 33.3 |     | 16.7 | 5.6  |     | 100.0 |  |      |      |                  |      |     | 50.0  | 50.0 |      |      |      |      | 100.0 |   |       |       |
|              | #                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |      |       |   |       |       |
|              | %                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |      |      |      |      |      |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage  
WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 97.5 percent

Level of Goal Attainment for 2009: 94.8 percent

Level of Goal Attainment for 2010: 92.4 percent



# Northeastern Technical College

Agency Director: Dr. Ron Bartley

EEO Officer: Donna Chavis

| 1                  |   | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |      | 5   |    |    |       |      |      |       | 6   |       |       |
|--------------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|------|---|----|----|-------|------|------|-------|---|-------|-------|
| EEO CATEGORY       |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|                    |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM | OM | WF    | BF   | OF   | TOTAL | BM  | WF    | BF    |
| T1 and E1          | # | 2                              |      |     | 2    |      |     | 4     | 7.0  | 33.7 | 5.6  | 7.0              | NO  | 5.6  |   |    |    | 1     |      |      | 1     | 0.0%  | YES   | 0.0%  |
|                    | % | 50.0                           |      |     | 50.0 |      |     | 100.0 |  |      |      |                  |     |      |   |    |    | 100.0 |      |      | 100.0 |   |       |       |
| T3 and T4          | # | 11                             |      | 1   | 15   | 2    |     | 29    | 3.0  | 44.1 | 28.8 | 3.0              | NO  | 21.9 |   |    |    | 1     | 1    |      | 2     | 0.0%  | YES   | 24.0% |
|                    | % | 37.9                           |      | 3.4 | 51.7 | 6.9  |     | 100.0 |  |      |      |                  |     |      |   |    |    | 50.0  | 50.0 |      | 100.0 |   |       |       |
| T5, E2, E3, and E5 | # | 5                              | 2    |     | 12   | 9    | 1   | 29    | 6.2  | 41.7 | 14.3 | NO               | 0.3 | NO   |   |    |    | 2     | 1    | 1    | 4     | YES   | 99.3% | YES   |
|                    | % | 17.2                           | 6.9  |     | 41.4 | 31.0 | 3.4 | 100.0 |  |      |      |                  |     |      |   |    |    | 50.0  | 25.0 | 25.0 | 100.0 |   |       |       |
| E6                 | # |                                | 1    |     | 6    | 1    |     | 8     | 0.5  | 74.4 | 12.2 | NO               | NO  | NO   |   |    |    |       |      |      |       | YES   | YES   | YES   |
|                    | % |                                | 12.5 |     | 75.0 | 12.5 |     | 100.0 |  |      |      |                  |     |      |   |    |    |       |      |      |       |   |       |       |
| E7 and E8          | # | 4                              |      |     |      | 4    |     | 8     | 40.0   | 3.7  | 11.8 | 40.0             | 3.7 | NO   | 2   |    |    |       |      |      | 2     | 0.0%  | 0.0%  | YES   |
|                    | % | 50.0                           |      |     |      | 50.0 |     | 100.0 |  |      |      |                  |     |      | 100.0   |    |    |       |      |      | 100.0 |   |       |       |
|                    | # |                                |      |     |      |      |     |       |  |      |      |                  |     |      |   |    |    |       |      |      |       |   |       |       |
|                    | % |                                |      |     |      |      |     |       |  |      |      |                  |     |      |   |    |    |       |      |      |       |   |       |       |
|                    | # |                                |      |     |      |      |     |       |  |      |      |                  |     |      |   |    |    |       |      |      |       |   |       |       |
|                    | % |                                |      |     |      |      |     |       |  |      |      |                  |     |      |   |    |    |       |      |      |       |   |       |       |
|                    | # |                                |      |     |      |      |     |       |  |      |      |                  |     |      |   |    |    |       |      |      |       |   |       |       |
|                    | % |                                |      |     |      |      |     |       |  |      |      |                  |     |      |   |    |    |       |      |      |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 83.0 percent

Level of Goal Attainment for 2009: 80.6 percent

Level of Goal Attainment for 2010: 83.9 percent

## Orangeburg-Calhoun Technical College

Agency Director: Dr. Anne S. Cook

EEO Officer: Marie Howell

| 1              |   | 2                              |      |    |      |      |     |       | 3  |      |      | 4                |    |      | 5   |      |    |      |      |    |       | 6   |     |       |
|----------------|---|--------------------------------|------|----|------|------|-----|-------|--|------|------|------------------|----|------|---|------|----|------|------|----|-------|---|-----|-------|
| EEO CATEGORY   |   | ACTUAL WORKFORCE ON 09/30/2010 |      |    |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |     |       |
|                |   | WM                             | BM   | OM | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF | BF   | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF  | BF    |
| T1, T2, and E1 | # | 2                              | 1    |    | 6    |      |     | 9     | 6.7  | 39.8 | 21.6 | NO               | NO | 21.6 |   |      |    |      |      |    |       | YES   | YES | 0.0%  |
|                | % | 22.2                           | 11.1 |    | 66.7 |      |     | 100.0 |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
| T3 and T4      | # | 23                             | 4    |    | 35   | 14   | 1   | 77    | 8.8  | 28.3 | 9.8  | 3.6              | NO | NO   | 1   | 1    |    | 4    | 2    |    | 8     | 59.1%   | YES | YES   |
|                | % | 29.9                           | 5.2  |    | 45.5 | 18.2 | 1.3 | 100.0 |  |      |      |                  |    |      | 12.5  | 12.5 |    | 50.0 | 25.0 |    | 100.0 |   |     |       |
| T5 and E2      | # | 3                              | 4    |    | 12   | 7    |     | 26    | 12.8   | 30.1 | 20.4 | NO               | NO | NO   | 1   | 1    |    | 2    |      |    | 4     | YES   | YES | YES   |
|                | % | 11.5                           | 15.4 |    | 46.2 | 26.9 |     | 100.0 |  |      |      |                  |    |      | 25.0  | 25.0 |    | 50.0 |      |    | 100.0 |   |     |       |
| E3, E4, and E5 | # | 4                              | 1    |    | 14   | 7    |     | 26    | 10.8   | 32.9 | 15.2 | 7.0              | NO | NO   |   |      |    | 1    | 1    |    | 2     | 35.2%   | YES | YES   |
|                | % | 15.4                           | 3.8  |    | 53.8 | 26.9 |     | 100.0 |  |      |      |                  |    |      |   |      |    | 50.0 | 50.0 |    | 100.0 |   |     |       |
| E6             | # |                                |      |    | 12   | 3    |     | 15    | 2.0  | 57.6 | 27.4 | 2.0              | NO | 7.4  |   |      |    |      |      |    |       | 0.0%  | YES | 73.0% |
|                | % |                                |      |    | 80.0 | 20.0 |     | 100.0 |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
| E7 and E8      | # | 7                              | 8    |    | 1    | 3    |     | 19    | 38.4   | 2.0  | 15.0 | NO               | NO | NO   |   |      |    |      |      |    |       | YES   | YES | YES   |
|                | % | 36.8                           | 42.1 |    | 5.3  | 15.8 |     | 100.0 |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
|                | # |                                |      |    |      |      |     |       |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
|                | % |                                |      |    |      |      |     |       |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
|                | # |                                |      |    |      |      |     |       |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
|                | % |                                |      |    |      |      |     |       |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
|                | # |                                |      |    |      |      |     |       |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |
|                | % |                                |      |    |      |      |     |       |  |      |      |                  |    |      |   |      |    |      |      |    |       |   |     |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 85.8 percent

Level of Goal Attainment for 2009: 87.0 percent

Level of Goal Attainment for 2010: 86.3 percent

## Piedmont Technical College

President: Dr. Ray Brooks

EEO Officer: James R. Smith

| 1             |   | 2                              |      |     |      |      |    |       | 3  |      |      | 4                |      |     | 5   |     |    |      |     |    |       | 6   |       |       |
|---------------|---|--------------------------------|------|-----|------|------|----|-------|--|------|------|------------------|------|-----|---|-----|----|------|-----|----|-------|---|-------|-------|
| EEO CATEGORY  |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |    |      |     |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|               |   | WM                             | BM   | OM  | WF   | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM  | OM | WF   | BF  | OF | TOTAL | BM  | WF    | BF    |
|               |   | #                              | %    | #   | %    | #    | %  | #     | #  | %    | %    | #                | %    | %   | #   | %   | %  | #    | %   | %  | #     | %   | %     | %     |
| T1 and T2     | # | 2                              |      |     | 3    |      |    | 5     | 3.2  | 36.9 | 7.4  | 3.2              | NO   | 7.4 | 2   |     |    |      |     |    | 2     | 0.0%  | YES   | 0.0%  |
|               | % | 40.0                           |      |     | 60.0 |      |    | 100.0 |  |      |      |                  |      |     | 100.0   |     |    |      |     |    | 100.0 |   |       |       |
| T3 and T4     | # | 46                             | 4    | 5   | 65   | 5    |    | 125   | 1.9  | 28.2 | 6.1  | NO               | NO   | 2.1 | 8   |     |    | 5    |     |    | 13    | YES   | YES   | 65.6% |
|               | % | 36.8                           | 3.2  | 4.0 | 52.0 | 4.0  |    | 100.0 |  |      |      |                  |      |     | 61.5  |     |    | 38.5 |     |    | 100.0 |   |       |       |
| T5 and E2     | # | 14                             | 4    |     | 45   | 17   |    | 80    | 4.0  | 36.8 | 15.0 | NO               | NO   |     | 2   | 1   |    | 11   | 1   |    | 15    | YES   | YES   |       |
|               | % | 17.5                           | 5.0  |     | 56.3 | 21.3 |    | 100.0 |  |      |      |                  |      |     | 13.3  | 6.7 |    | 73.3 | 6.7 |    | 100.0 |   |       |       |
| E3, E4 and E5 | # | 8                              | 1    |     | 10   | 1    |    | 20    | 2.8  | 51.0 | 6.3  | NO               | 1.0  | 1.3 | 1   |     |    |      |     |    | 1     | YES   | 98.0% | 79.4% |
|               | % | 40.0                           | 5.0  |     | 50.0 | 5.0  |    | 100.0 |  |      |      |                  |      |     | 100.0   |     |    |      |     |    | 100.0 |   |       |       |
| E6            | # | 1                              | 2    |     | 19   | 11   |    | 33    | 2.1  | 71.9 | 10.2 | NO               | 14.3 | NO  |   | 1   |    | 1    | 1   |    | 3     | YES   | 80.1% | YES   |
|               | % | 3.0                            | 6.1  |     | 57.6 | 33.3 |    | 100.0 |  |      |      |                  |      |     |   | 1.0 |    | 1.0  | 1.0 |    | 100.0 |   |       |       |
| E7            | # | 9                              | 1    |     |      |      |    | 10    | 30.8   | 2.3  | 0.8  | 20.8             | 2.3  | 0.8 | 1   |     |    |      |     |    | 1     | 32.5%   | 0.0%  | 0.0%  |
|               | % | 90.0                           | 10.0 |     |      |      |    | 100.0 |  |      |      |                  |      |     | 100.0   |     |    |      |     |    | 100.0 |   |       |       |
| E8            | # | 1                              | 2    |     |      | 1    |    | 4     | 22.5   | 15.4 | 10.2 | NO               | 15.4 | NO  | 1   |     |    |      |     |    | 1     | YES   | 0.0%  | YES   |
|               | % | 25.0                           | 50.0 |     |      | 25.0 |    | 100.0 |  |      |      |                  |      |     | 100.0   |     |    |      |     |    | 100.0 |   |       |       |
|               | # |                                |      |     |      |      |    |       |  |      |      |                  |      |     |   |     |    |      |     |    |       |   |       |       |
|               | % |                                |      |     |      |      |    |       |  |      |      |                  |      |     |   |     |    |      |     |    |       |   |       |       |
|               | # |                                |      |     |      |      |    |       |  |      |      |                  |      |     |   |     |    |      |     |    |       |   |       |       |
|               | % |                                |      |     |      |      |    |       |  |      |      |                  |      |     |   |     |    |      |     |    |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    93.4 percent

Level of Goal Attainment for 2009:    92.2 percent

Level of Goal Attainment for 2010:    90.4 percent

# Spartanburg Community College

President: Dr. Para M. Jones

EEO Officer: Rick Teal

| 1             | 2                              |      |      |     |      |      |     | 3  |      |      | 4                |     |     | 5   |   |       |     |     |      |      |     | 6   |       |       |     |   |
|---------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|-----|---|---|-------|-----|-----|------|------|-----|---|-------|-------|-----|---|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |   |       |     |     |      |      |     | % OF Goals Met Based on Adjusted Availability |       |       |     |   |
|               | #                              | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM  | WF  | BF  | * | WM    | BM  | OM  | WF   | BF   | OF  | TOTAL   | BM    | WF    | BF  | * |
| T1, T2 and E1 | #                              | 5    | 1    |     | 5    |      |     | 11   | 5.3  | 42.3 | 4.1              | NO  | NO  | 4.1   | * | 1     |     |     | 2    |      |     | 3   | YES   | YES   | *   |   |
|               | %                              | 45.5 | 9.1  |     | 45.5 |      |     | 100.0  |      |      |                  |     |     |   |   | 33.3  |     |     | 66.7 |      |     | 100.0   |       |       |     |   |
| T3 and T4     | #                              | 38   | 6    | 4   | 63   | 7    | 5   | 123  | 3.7  | 42.5 | 4.6              | NO  | NO  | NO  |   | 7     | 1   | 1   | 7    | 2    | 1   | 19  | YES   | YES   | YES |   |
|               | %                              | 30.9 | 4.9  | 3.3 | 51.2 | 5.7  | 4.1 | 100.0  |      |      |                  |     |     |   |   | 36.8  | 5.3 | 5.3 | 36.8 | 10.5 | 5.3 | 100.0   |       |       |     |   |
| T5 and E2     | #                              | 15   | 4    |     | 31   | 10   |     | 60   | 3.2  | 42.3 | 15.7             | NO  | NO  | NO  |   | 2     |     |     | 4    | 2    |     | 8   | YES   | YES   | YES |   |
|               | %                              | 25.0 | 6.7  |     | 51.7 | 16.7 |     | 100.0  |      |      |                  |     |     |   |   | 25.0  |     |     | 50.0 | 25.0 |     | 100.0   |       |       |     |   |
| E3, E5 and E6 | #                              | 8    | 1    |     | 43   | 19   |     | 71   | 3.6  | 56.0 | 19.0             | 2.2 | NO  | NO  |   |       |     |     | 4    | 3    |     | 7   | 38.9% | YES   | YES |   |
|               | %                              | 11.3 | 1.4  |     | 60.6 | 26.8 |     | 100.0  |      |      |                  |     |     |   |   |       |     |     | 57.1 | 42.9 |     | 100.0   |       |       |     |   |
| E4, E7 and E8 | #                              | 17   | 3    | 1   | 1    | 1    |     | 23   | 10.7 | 6.5  | 4.7              | NO  | 2.2 | *   | * | 6     |     |     |      |      |     | 6   | YES   | 66.2% | *   |   |
|               | %                              | 73.9 | 13.0 | 4.3 | 4.3  | 4.3  |     | 100.0  |      |      |                  |     |     |   |   | 100.0 |     |     |      |      |     | 100.0   |       |       |     |   |
|               | #                              |      |      |     |      |      |     |  |      |      |                  |     |     |   |   |       |     |     |      |      |     |   |       |       |     |   |
|               | %                              |      |      |     |      |      |     |  |      |      |                  |     |     |   |   |       |     |     |      |      |     |   |       |       |     |   |
|               | #                              |      |      |     |      |      |     |  |      |      |                  |     |     |   |   |       |     |     |      |      |     |   |       |       |     |   |
|               | %                              |      |      |     |      |      |     |  |      |      |                  |     |     |   |   |       |     |     |      |      |     |   |       |       |     |   |
|               | #                              |      |      |     |      |      |     |  |      |      |                  |     |     |   |   |       |     |     |      |      |     |   |       |       |     |   |
|               | %                              |      |      |     |      |      |     |  |      |      |                  |     |     |   |   |       |     |     |      |      |     |   |       |       |     |   |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    94.7 percent

Level of Goal Attainment for 2009:    93.0 percent

Level of Goal Attainment for 2010:    92.6 percent

# Tri-County Technical College

President: Ronnie L. Booth

EEO Officer: Sharon Colcolough

| 1             | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |      |     | 5   |     |      |      |      |    |       | 6   |       |      |
|---------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|-----|---|-----|------|------|------|----|-------|---|-------|------|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |      |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|               | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF  | WM  | BM  | OM   | WF   | BF   | OF | TOTAL | BM  | WF    | BF   |
| T1            | # 4                            | 1    |     |      |      |     | 5     | 3.8  | 42.5 | 3.1  | NO               | 42.5 | 3.1 |   |     |      |      |      |    |       | YES   | 0.0%  | 0.0% |
|               | % 80.0                         | 20.0 |     |      |      |     | 100.0 |  |      |      |                  |      |     |   |     |      |      |      |    |       |   |       |      |
| T3            | # 13                           | 2    | 1   | 25   | 3    |     | 44    | 1.1  | 32.7 | 2.4  | NO               | NO   | NO  |   |     |      | 1    | 1    |    | 2     | YES   | YES   | YES  |
|               | % 29.5                         | 4.5  | 2.3 | 56.8 | 6.8  |     | 100.0 |  |      |      |                  |      |     |   |     |      | 50.0 | 50.0 |    | 100.0 |   |       |      |
| T4            | # 28                           | 2    | 1   | 53   | 3    | 2   | 89    | 1.1  | 31.0 | 2.4  | NO               | NO   | NO  | 2   |     | 1    | 9    |      |    | 12    | YES   | YES   | YES  |
|               | % 31.5                         | 2.2  | 1.1 | 59.6 | 3.4  | 2.2 | 100.0 |  |      |      |                  |      |     | 16.7  |     | 8.3  | 75.0 |      |    | 100.0 |   |       |      |
| T5 and E2     | # 22                           | 1    |     | 46   | 12   | 1   | 82    | 3.1  | 44.4 | 11.9 | 1.9              | NO   | NO  | 1   | 1   |      | 7    | 3    |    | 12    | 38.7%   | YES   | YES  |
|               | % 26.8                         | 1.2  |     | 56.1 | 14.6 | 1.2 | 100.0 |  |      |      |                  |      |     | 8.3   | 8.3 |      | 58.3 | 25.0 |    | 100.0 |   |       |      |
| E3 and E5     | # 8                            | 1    |     | 24   | 2    | 1   | 36    | 2.1  | 47.7 | 6.0  | NO               | NO   | 0.4 | 1   |     | 1    | 1    |      |    | 3     | YES   | YES   | *    |
|               | % 22.2                         | 2.8  |     | 66.7 | 5.6  | 2.8 | 100.0 |  |      |      |                  |      |     | 33.3  |     | 33.3 | 33.3 |      |    | 100.0 |   |       |      |
| E6            | # 1                            |      |     | 33   | 8    | 2   | 44    | 0.5  | 79.3 | 7.3  | 0.5              | 4.3  | NO  | 1   |     |      | 7    | 2    |    | 10    | 0.0%  | 94.6% | YES  |
|               | % 2.3                          |      |     | 75.0 | 18.2 | 4.5 | 100.0 |  |      |      |                  |      |     | 10.0  |     |      | 70.0 | 20.0 |    | 100.0 |   |       |      |
| E4, E7 and E8 | # 7                            | 1    |     | 6    | 1    |     | 15    | 10.9   | 18.4 | 4.4  | 4.2              | NO   | NO  |   |     |      |      |      |    |       | 61.5%   | YES   | YES  |
|               | % 46.7                         | 6.7  |     | 40.0 | 6.7  |     | 100.0 |  |      |      |                  |      |     |   |     |      |      |      |    |       |   |       |      |
|               | #                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |     |      |      |      |    |       |   |       |      |
|               | %                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |     |      |      |      |    |       |   |       |      |
|               | #                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |     |      |      |      |    |       |   |       |      |
|               | %                              |      |     |      |      |     |       |  |      |      |                  |      |     |   |     |      |      |      |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage  
WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 91.6 percent  
Level of Goal Attainment for 2009: 91.2 percent  
Level of Goal Attainment for 2010: 88.8 percent

# Trident Technical College

President: Mary Thornley

EEO Officer: DeVetta Williams Hughes

| 1             | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |    |     | 5   |      |      |     |       |      |       | 6   |     |       |     |
|---------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|----|-----|---|------|------|-----|-------|------|-------|---|-----|-------|-----|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |       |      |       | % OF Goals Met Based on Adjusted Availability |     |       |     |
|               | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF | BF  | WM  | BM   | OM   | WF  | BF    | OF   | TOTAL | BM  | WF  | BF    |     |
| T1, T2 and E1 | #                              | 5    | 2    |     | 8    | 2    | 17    | 4.7  | 41.1 | 12.7 | NO               | NO | 0.9 |   |      |      | 1   |       |      | 1     | YES   | YES | 92.9% |     |
|               | %                              | 29.4 | 11.8 |     | 47.1 | 11.8 |       |  |      |      |                  |    |     | 100.0   |      |      |     | 100.0 |      |       |   |     |       |     |
| T3 and T4     | #                              | 132  | 11   | 4   | 145  | 17   | 2     | 311  | 2.8  | 37.4 | 4.8              | NO | NO  | NO  | 15   | 1    | 2   | 11    | 4    |       | 33  | YES | YES   | YES |
|               | %                              | 42.4 | 3.5  | 1.3 | 46.6 | 5.5  | 0.6   | 100.0  |      |      |                  |    |     |   | 45.5 | 3.0  | 6.1 | 33.3  | 12.1 |       | 100.0   |     |       |     |
| T5 and E2     | #                              | 39   | 13   | 1   | 59   | 34   | 4     | 150  | 6.7  | 38.0 | 11.6             | NO | NO  | NO  | 7    | 2    |     | 8     | 3    |       | 20  | YES | YES   | YES |
|               | %                              | 26.0 | 8.7  | 0.7 | 39.3 | 22.7 | 2.7   | 100.0  |      |      |                  |    |     |   | 35.0 | 10.0 |     | 40.0  | 15.0 |       | 100.0   |     |       |     |
| E3 and E5     | #                              | 25   | 7    |     | 54   | 21   | 4     | 111  | 2.9  | 40.0 | 11.8             | NO | NO  | NO  | 5    |      |     | 6     | 4    |       | 15  | YES | YES   | YES |
|               | %                              | 22.5 | 6.3  |     | 48.6 | 18.9 | 3.6   | 100.0  |      |      |                  |    |     |   | 33.3 |      |     | 40.0  | 26.7 |       | 100.0   |     |       |     |
| E4            | #                              | 8    | 8    |     | 2    | 2    |       | 20   | 11.7 | 10.9 | 3.5              | NO | 0.9 | NO  | 1    | 1    |     |       | 1    |       | 3   | YES | 91.7% | YES |
|               | %                              | 40.0 | 40.0 |     | 10.0 | 10.0 |       | 100.0  |      |      |                  |    |     |   | 33.3 | 33.3 |     |       | 33.3 |       | 100.0   |     |       |     |
| E6            | #                              |      | 1    |     | 11   | 12   | 3     | 27   | 2.5  | 47.2 | 23.4             | NO | 6.5 | NO  |      |      |     | 3     | 1    |       | 4   | YES | 86.2% | YES |
|               | %                              |      | 3.7  |     | 40.7 | 44.4 | 11.1  | 100.0  |      |      |                  |    |     |   |      |      |     | 75.0  | 25.0 |       | 100.0   |     |       |     |
| E7 and E8     | #                              | 14   | 9    | 1   | 6    | 1    | 1     | 32   | 24.8 | 7.9  | 2.7              | NO | NO  | NO  | 1    | 1    |     |       |      |       | 2   | YES | YES   | YES |
|               | %                              | 43.8 | 28.1 | 3.1 | 18.8 | 3.1  | 3.1   | 100.0  |      |      |                  |    |     |   | 50.0 | 50.0 |     |       |      |       | 100.0   |     |       |     |
|               | #                              |      |      |     |      |      |       |  |      |      |                  |    |     |   |      |      |     |       |      |       |   |     |       |     |
|               | %                              |      |      |     |      |      |       |  |      |      |                  |    |     |   |      |      |     |       |      |       |   |     |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage  
WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 97.7 percent

Level of Goal Attainment for 2010: 98.6 percent

# Williamsburg Technical College

President: Dr. Kim McGinnis

EEO Officer: Will Brown

| 1            | 2                              |      |      |    |      |      |       | 3  |      |      | 4                |     |      | 5   |    |    |       |    |    |       | 6   |       |      |
|--------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|-----|------|---|----|----|-------|----|----|-------|---|-------|------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              | WM                             | BM   | OM   | WF | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF    | BF   |
| E1           | #                              | 2    |      |    | 1    |      | 3     | 16.3   | 20.6 | 25.9 | 16.3             | *   | *    |   |    |    |       |    |    |       | 0.0%  | *     | *    |
|              | %                              | 66.7 |      |    | 33.3 |      | 100.0 |  |      |      |                  |     | NO   |   |    |    |       |    |    |       |   |       | YES  |
| T3 and T4    | #                              | 7    | 2    |    | 7    | 4    | 20    | 26.3   | 25.1 | 18.9 | 16.3             |     |      |   |    |    |       |    |    |       | 38.0%   | YES   | YES  |
|              | %                              | 35.0 | 10.0 |    | 35.0 | 20.0 | 100.0 |  |      |      |                  | NO  | NO   |   |    |    |       |    |    |       |   |       |      |
| E2           | #                              | 1    | 2    |    | 2    | 3    | 8     | 15.1   | 25.4 | 29.0 | NO               | *   | *    |   |    |    |       |    |    |       | YES   | 98.4% | *    |
|              | %                              | 12.5 | 25.0 |    | 25.0 | 37.5 | 100.0 |  |      |      |                  | 0.4 | NO   |   |    |    |       |    |    |       |   |       | YES  |
| E3 and E5    | #                              | 2    | 1    |    | 5    | 5    | 13    | 8.5  | 39.3 | 26.3 | 0.8              | *   | *    |   |    |    | 1     |    |    | 1     | 90.6%   | *     | *    |
|              | %                              | 15.4 | 7.7  |    | 38.5 | 38.5 | 100.0 |  |      |      |                  | 0.8 | NO   |   |    |    | 100.0 |    |    | 100.0 |   |       | YES  |
| E6           | #                              |      |      |    | 6    | 2    | 8     | 2.1  | 58.3 | 19.2 | 2.1              | *   |      |   |    |    | 1     |    |    | 1     | 0.0%  | *     |      |
|              | %                              |      |      |    | 75.0 | 25.0 | 100.0 |  |      |      |                  | NO  | NO   |   |    |    | 100.0 |    |    | 100.0 |   | YES   | YES  |
| E7 and E8    | #                              | 2    | 5    |    |      |      | 7     | 51.6   | 4.2  | 17.3 | NO               | *   |      | 1   |    |    | 1     |    |    | 2     | YES   | *     |      |
|              | %                              | 28.6 | 71.4 |    |      |      | 100.0 |  |      |      |                  | 4.2 | 17.3 | 50.0  |    |    | 50.0  |    |    | 100.0 |   | 0.0%  | 0.0% |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |    |    |       |    |    |       |   |       |      |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |    |    |       |    |    |       |   |       |      |
|              | #                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |    |    |       |    |    |       |   |       |      |
|              | %                              |      |      |    |      |      |       |  |      |      |                  |     |      |   |    |    |       |    |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 77.9 percent

Level of Goal Attainment for 2009: 78.1 percent

Level of Goal Attainment for 2010: 87.5 percent

## York Technical College

Agency Head: Dr. Greg F. Rutherford

EEO Officer: Edwina Roseboro-Barnes

| 1             | 2                              |      |     |     |      |      |     | 3  |      |      | 4                |      |      | 5   |      |      |    |       |      |     | 6   |       |       |       |
|---------------|--------------------------------|------|-----|-----|------|------|-----|--|------|------|------------------|------|------|---|------|------|----|-------|------|-----|---|-------|-------|-------|
| EEO CATEGORY  | ACTUAL WORKFORCE ON 09/30/2010 |      |     |     |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |       |      |     | % OF Goals Met Based on Adjusted Availability |       |       |       |
|               | #                              | WM   | BM  | OM  | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM   | WF   | BF  | WM   | BM   | OM | WF    | BF   | OF  | TOTAL   | BM    | WF    | BF    |
| T1, T2 and E1 |                                | 5    |     |     | 4    | 1    |     | 10   |      |      |                  |      | *    |   | 2    |      |    | 2     |      |     | 4   | *     |       | *     |
|               | %                              | 50.0 |     |     | 40.0 | 10.0 |     | 100.0  | 5.3  | 39.5 | 12.5             | 5.3  | NO   | 2.5   | 50.0 |      |    | 50.0  |      |     | 100.0   | 0.0%  | YES   | 80.0% |
| T3 and T4     | #                              | 45   | 9   | 6   | 46   | 12   | 2   | 120  | 4.1  | 31.9 | 6.1              |      |      |   | 4    | 2    |    | 3     | 6    | 1   | 16  |       |       |       |
|               | %                              | 37.5 | 7.5 | 5.0 | 38.3 | 10.0 | 1.7 | 100.0  |      |      |                  | NO   | NO   | NO  | 25.0 | 12.5 |    | 18.8  | 37.5 | 6.3 | 100.0   | YES   | YES   | YES   |
| T5 and E2     | #                              | 8    | 6   |     | 40   | 33   | 2   | 89   | 4.7  | 40.7 | 12.9             |      |      |   |      | 1    |    | 4     | 4    |     | 9   |       |       |       |
|               | %                              | 9.0  | 6.7 |     | 44.9 | 37.1 | 2.2 | 100.0  |      |      |                  | NO   | NO   | NO  |      | 11.1 |    | 44.4  | 44.4 |     | 100.0   | YES   | YES   | YES   |
| E3 and E5     | #                              | 7    | 1   |     | 18   | 7    | 1   | 34   | 3.2  | 45.9 | 11.5             | *    |      |   |      | 1    |    |       | 1    |     | 2   | *     |       |       |
|               | %                              | 20.6 | 2.9 |     | 52.9 | 20.6 | 2.9 | 100.0  |      |      |                  | 0.3  | NO   | NO  |      | 50.0 |    |       | 50.0 |     | 100.0   | 90.6% | YES   | YES   |
| E6            | #                              |      |     |     | 9    | 10   | 2   | 21   | 0.8  | 73.0 | 13.0             | *    |      |   |      |      |    | 1     |      |     | 1   | *     |       |       |
|               | %                              |      |     |     | 42.9 | 47.6 | 9.5 | 100.0  |      |      |                  | 0.8  | 30.1 | NO  |      |      |    | 100.0 |      |     | 100.0   | 0.0%  | 58.8% | YES   |
| E4, E7 and E8 | #                              | 17   | 3   |     | 7    | 4    |     | 31   | 19.9 | 9.9  | 11.4             |      |      |   | 1    |      |    | 1     |      |     | 2   |       |       |       |
|               | %                              | 54.8 | 9.7 |     | 22.6 | 12.9 |     | 100.0  |      |      |                  | 10.2 | NO   | NO  | 50.0 |      |    | 50.0  |      |     | 100.0   | 48.7% | YES   | YES   |
|               | #                              |      |     |     |      |      |     |  |      |      |                  |      |      |   |      |      |    |       |      |     |   |       |       |       |
|               | %                              |      |     |     |      |      |     |  |      |      |                  |      |      |   |      |      |    |       |      |     |   |       |       |       |
|               | #                              |      |     |     |      |      |     |  |      |      |                  |      |      |   |      |      |    |       |      |     |   |       |       |       |
|               | %                              |      |     |     |      |      |     |  |      |      |                  |      |      |   |      |      |    |       |      |     |   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 81.2 percent

Level of Goal Attainment for 2009: 85.3 percent

Level of Goal Attainment for 2010: 92.4 percent



## Transportation, Department of

Agency Director: H.B. Limehouse

EEO Officer: Darlene M. Rikard

| 1                      | 2                              |      |      |     |      |      |       | 3  |      |      | 4                |     |      | 5   |      |      |     |      |      |       |       | 6   |       |       |
|------------------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|-----|------|------|-------|-------|---|-------|-------|
| EEO CATEGORY           | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |      |      |       |       | % OF Goals Met Based on Adjusted Availability |       |       |
|                        | WM                             | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM    | WF  | BF    |       |
| E1                     | #                              | 10   |      | 1   | 3    | 1    |       | 15   | 7.6  | 15.2 | 4.3              | 7.6 | NO   | NO  | 3    |      |     | 1    |      |       | 4     |   |       |       |
|                        | %                              | 66.7 |      | 6.7 | 20.0 | 6.7  |       | 100.0  |      |      |                  |     |      |   | 75.0 |      |     | 25.0 |      |       | 100.0 | 0.0%  | YES   | YES   |
| E2 Non-Engineers       | #                              | 142  | 27   | 5   | 129  | 84   | 3     | 390  | 7.1  | 20.9 | 5.8              | 0.2 | NO   | NO  | 7    | 6    |     | 6    | 1    |       | 20    | 97.2%   | YES   | YES   |
|                        | %                              | 36.4 | 6.9  | 1.3 | 33.1 | 21.5 | 0.8   | 100.0  |      |      |                  |     |      |   | 35.0 | 30.0 |     | 30.0 | 5.0  |       | 100.0 |   |       |       |
| E2 Engineers           | #                              | 532  | 74   | 26  | 96   | 20   | 8     | 756  | 7.4  | 5.5  | 0.6              | NO  | NO   | NO  | 37   | 4    | 2   | 12   |      | 1     | 56    | YES   | YES   | YES   |
|                        | %                              | 70.4 | 9.8  | 3.4 | 12.7 | 2.6  | 1.1   | 100.0  |      |      |                  |     |      |   | 66.1 | 7.1  | 3.6 | 21.4 |      | 1.8   | 100.0 |   |       |       |
| E3,E4,E5 Non-Engineers | #                              | 183  | 35   | 7   | 115  | 62   | 2     | 404  | 8.7  | 23.0 | 5.9              | 0.0 | NO   | NO  | 15   | 3    | 1   | 13   | 1    |       | 33    | YES   | YES   | YES   |
|                        | %                              | 45.3 | 8.7  | 1.7 | 28.5 | 15.3 | 0.5   | 100.0  |      |      |                  |     |      |   | 45.5 | 9.1  | 3.0 | 39.4 | 3.0  |       | 100.0 |   |       |       |
| E3, E5 Engineers       | #                              | 292  | 57   | 10  | 63   | 10   |       | 432  | 6.5  | 26.0 | 4.3              | NO  | 11.4 | 2.0   | 27   | 8    | 2   | 4    |      |       | 41    | YES   | 56.2% | 53.5% |
|                        | %                              | 67.6 | 13.2 | 2.3 | 14.6 | 2.3  |       | 100.0  |      |      |                  |     |      |   | 65.9 | 19.5 | 4.9 | 9.8  |      |       | 100.0 |   |       |       |
| E6                     | #                              | 1    | 1    |     | 83   | 48   | 1     | 134  | 1.2  | 65.3 | 19.2             | 0.5 | 3.4  | NO  |      |      |     | 3    | 2    |       | 5     | 58.3%   | 94.8% | YES   |
|                        | %                              | 0.7  | 0.7  |     | 61.9 | 35.8 | 0.7   | 100.0  |      |      |                  |     |      |   |      |      |     | 60.0 | 40.0 |       | 100.0 |   |       |       |
| E7                     | #                              | 1386 | 986  | 33  | 77   | 123  | 1     | 2606   | 30.8 | 3.0  | 2.0              | NO  | 0.0  | NO  | 170  | 90   | 8   | 4    | 5    |       | 277   | YES   | YES   | YES   |
|                        | %                              | 53.2 | 37.8 | 1.3 | 3.0  | 4.7  |       | 100.0  |      |      |                  |     |      |   | 61.4 | 32.5 | 2.9 | 1.4  | 1.8  |       | 100.0 |   |       |       |
| E8                     | #                              | 29   | 13   |     | 50   | 27   | 1     | 120  | 18.7 | 22.4 | 10.5             | 7.9 | NO   | NO  | 2    | 4    |     | 2    | 3    | 2     | 13    | 57.8%   | YES   | YES   |
|                        | %                              | 24.2 | 10.8 |     | 41.7 | 22.5 | 0.8   | 100.0  |      |      |                  |     |      |   | 15.4 | 30.8 |     | 15.4 | 23.1 | 15.4  | 100.0 |   |       |       |
|                        | #                              |      |      |     |      |      |       |  |      |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |
|                        | %                              |      |      |     |      |      |       |  |      |      |                  |     |      |   |      |      |     |      |      |       |       |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    92.6 percent

Level of Goal Attainment for 2009:    93.4 percent

Level of Goal Attainment for 2010:    88.2 percent

## State Treasurer's office

Agency Director: Converse A. Chellis, III

EEO Officer: Georgette P. Rivers

| 1            | 2                              |      |      |    |      |      |       | 3  |     |      | 4                |     |      | 5   |    |    |       |    |    |       | 6   |      |       |     |
|--------------|--------------------------------|------|------|----|------|------|-------|--|-----|------|------------------|-----|------|---|----|----|-------|----|----|-------|---|------|-------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |    |    |       | % OF Goals Met Based on Adjusted Availability |      |       |     |
|              | WM                             | BM   | OM   | WF | BF   | OF   | TOTAL | BM   | WF  | BF   | BM               | WF  | BF   | WM  | BM | OM | WF    | BF | OF | TOTAL | BM  | WF   | BF    |     |
| E1           | #                              | 5    |      |    | 5    | 2    | 1     | 13   | 3.2 | 31.2 | 6.8              | 3.2 | *    | NO  | NO | 1  |       |    |    |       | 1   | 0.0% | *     |     |
|              | %                              | 38.5 |      |    | 38.5 | 15.4 | 7.7   | 100.0  |     |      |                  |     |      | 100.0   |    |    |       |    |    |       | 100.0   |      | YES   | YES |
| E2           | #                              | 6    | 2    |    | 15   | 5    |       | 28   | 4.7 | 40.8 | 12.5             | NO  | NO   | NO  |    |    | 1     |    |    | 1     |   | YES  | YES   | YES |
|              | %                              | 21.4 | 7.1  |    | 53.6 | 17.9 |       | 100.0  |     |      |                  |     |      |   |    |    | 100.0 |    |    | 100.0 |   |      |       |     |
| E3           | #                              | 2    | 1    |    | 1    | 2    |       | 6  | 5.4 | 26.5 | 15.8             | NO  | 9.8  | *   | NO |    |       |    |    |       |   | YES  | 63.0% | *   |
|              | %                              | 33.3 | 16.7 |    | 16.7 | 33.3 |       | 100.0  |     |      |                  |     |      |   |    |    |       |    |    |       |   |      |       | YES |
| E5           | #                              | 2    |      |    | 2    | 3    |       | 7  | 4.9 | 41.4 | 15.9             | 4.9 | *    | *   | NO |    |       |    |    |       |   | 0.0% | *     | *   |
|              | %                              | 28.6 |      |    | 28.6 | 42.9 |       | 100.0  |     |      |                  |     | 12.8 |   | NO |    |       |    |    |       |   |      | 69.1% | YES |
| E6           | #                              |      | 1    |    | 1    | 2    |       | 4  | 2.9 | 53.6 | 23.3             | NO  | 28.6 | NO  |    |    |       |    |    |       |   | YES  | 46.6% | YES |
|              | %                              |      | 25.0 |    | 25.0 | 50.0 |       | 100.0  |     |      |                  |     |      |   | NO |    |       |    |    |       |   |      |       |     |
|              | #                              |      |      |    |      |      |       |  |     |      |                  |     |      |   |    |    |       |    |    |       |   |      |       |     |
|              | %                              |      |      |    |      |      |       |  |     |      |                  |     |      |   |    |    |       |    |    |       |   |      |       |     |
|              | #                              |      |      |    |      |      |       |  |     |      |                  |     |      |   |    |    |       |    |    |       |   |      |       |     |
|              | %                              |      |      |    |      |      |       |  |     |      |                  |     |      |   |    |    |       |    |    |       |   |      |       |     |
|              | #                              |      |      |    |      |      |       |  |     |      |                  |     |      |   |    |    |       |    |    |       |   |      |       |     |
|              | %                              |      |      |    |      |      |       |  |     |      |                  |     |      |   |    |    |       |    |    |       |   |      |       |     |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 92.3 percent

Level of Goal Attainment for 2010: 90.7 percent

# University of South Carolina - Total System (Page 1 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

| 1            | 2                              |     |      |      |     |     |       | 3  |      |     | 4                |      |     | 5   |     |      |      |     |      |       | 6   |       |       |
|--------------|--------------------------------|-----|------|------|-----|-----|-------|--|------|-----|------------------|------|-----|---|-----|------|------|-----|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |     |      |      |     |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |     | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |      |      |     |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM  | OM   | WF   | BF  | OF  | TOTAL | BM   | WF   | BF  | BM               | WF   | BF  | WM  | BM  | OM   | WF   | BF  | OF   | TOTAL | BM  | WF    | BF    |
| C1           | # 15                           | 1   |      | 5    |     |     | 21    | 3.4  | 41.7 | 7.4 | NO               | 17.9 | 7.4 |   |     |      |      |     |      |       | YES   | 57.1% | 0.0%  |
|              | % 71.4                         | 4.8 |      | 23.8 |     |     | 100.0 |  |      |     |                  |      |     |   |     |      |      |     |      |       |   |       |       |
| C2           | # 95                           | 5   | 16   | 52   | 4   | 4   | 176   | 3.4  | 71.7 | 7.4 | 0.6              | 42.2 | 5.1 | 2   |     |      | 2    |     |      | 4     | 82.4%   | 41.1% | 31.1% |
|              | % 54.0                         | 2.8 | 9.1  | 29.5 | 2.3 | 2.3 | 100.0 |  |      |     |                  |      |     | 50.0  |     |      | 50.0 |     |      | 100.0 |   |       |       |
| C3           | # 241                          | 5   | 35   | 74   | 4   | 8   | 367   | 2.3  | 33.2 | 2.9 | 0.9              | 13.0 | 1.8 | 12  | 1   | 1    | 1    |     |      | 15    | 60.9%   | 60.8% | 37.9% |
|              | % 65.7                         | 1.4 | 9.5  | 20.2 | 1.1 | 2.2 | 100.0 |  |      |     |                  |      |     | 80.0  | 6.7 | 6.7  | 6.7  |     |      | 100.0 |   |       |       |
| C4           | # 213                          | 11  | 54   | 143  | 15  | 14  | 450   | 2.3  | 33.2 | 2.9 | NO               | 1.4  | NO  | 20  |     | 7    | 14   |     | 3    | 44    | YES   | 95.8% | YES   |
|              | % 47.3                         | 2.5 | 12.0 | 31.8 | 3.3 | 3.1 | 100.0 |  |      |     |                  |      |     | 45.5  |     | 15.9 | 31.8 |     | 6.8  | 100.0 |   |       |       |
| C5           | # 158                          | 13  | 64   | 177  | 12  | 36  | 460   | 2.3  | 33.2 | 2.9 | NO               | NO   | 0.3 | 27  |     | 7    | 24   | 3   | 7    | 68    | YES   | YES   | 89.7% |
|              | % 34.3                         | 2.8 | 13.9 | 38.5 | 2.6 | 7.8 | 100.0 |  |      |     |                  |      |     | 39.7  |     | 15.9 | 35.3 | 4.4 | 10.3 | 100.0 |   |       |       |
| C6           | # 101                          | 8   | 6    | 138  | 14  | 24  | 291   | 2.3  | 33.2 | 2.9 | NO               | NO   | NO  | 12  | 1   |      | 19   | 2   | 2    | 36    | YES   | YES   | YES   |
|              | % 34.7                         | 2.7 | 2.1  | 47.4 | 4.8 | 8.2 | 100.0 |  |      |     |                  |      |     | 34.3  | 2.9 |      | 52.8 | 5.6 | 5.6  | 100.0 |   |       |       |
| C7           | # 13                           |     | 1    | 10   |     |     | 24    | 2.3  | 33.2 | 2.9 | 2.3              | NO   | 2.9 |   |     |      |      |     |      |       | 0.0%  | YES   | 0.0%  |
|              | % 54.2                         |     | 4.2  | 41.7 |     |     | 100.0 |  |      |     |                  |      |     |   |     |      |      |     |      |       |   |       |       |
| C825         | # 8                            |     |      | 1    |     |     | 9     | 2.3  | 33.2 | 2.9 | 2.3              | 22.1 | 2.9 |   |     |      |      |     |      |       | 0.0%  |       | 0.0%  |
|              | % 88.9                         |     |      | 11.1 |     |     | 100.0 |  |      |     |                  |      |     |   |     |      |      |     |      |       |   |       |       |
| C826         | # 21                           | 1   | 1    | 42   | 1   | 4   | 70    | 1.0  | 64.4 | 4.5 | NO               | 4.4  | 3.1 | 1   |     |      | 3    |     |      | 4     | YES   | 93.2% | 31.1% |
|              | % 30.0                         | 1.4 | 1.4  | 60.0 | 1.4 | 5.7 | 100.0 |  |      |     |                  |      |     | 25.0  |     |      | 75.0 |     |      | 100.0 |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 83.2 percent

Level of Goal Attainment for 2009: 81.3 percent

Level of Goal Attainment for 2010: 81.3 percent

## University of South Carolina - Total System (Page 2 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

| 1            | 2                              |      |      |      |      |      |       | 3  |      |      | 4                |     |      | 5   |      |      |     |      |      |       | 6   |       |       |       |
|--------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|-----|------|---|------|------|-----|------|------|-------|---|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |     |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |       |
|              | WM                             | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF    | BF    |       |
| C829         | #                              | 20   | 6    | 19   | 107  | 11   | 17    | 180  | 2.3  | 33.5 | 2.9              | 0.2 | NO   | NO  | 19   | 2    | 4   | 24   | 4    | 4     | 57  | 91.3% | YES   | YES   |
|              | %                              | 42.9 | 2.1  | 6.8  | 38.2 | 3.9  | 6.1   | 100.0  |      |      |                  |     |      |   | 33.3 | 3.5  | 7.0 | 42.1 | 7.0  | 7.0   | 100.0   |       |       |       |
| C927         | #                              | 85   | 20   | 7    | 27   | 4    | 4     | 147  | 5.6  | 25.2 | 1.3              | NO  | 6.8  | NO  | 10   | 6    | 2   | 6    |      | 2     | 26  | YES   | 73.0% | YES   |
|              | %                              | 57.8 | 13.6 | 4.8  | 18.4 | 2.7  | 2.7   | 100.0  |      |      |                  |     |      |   | 38.5 | 23.1 | 7.7 | 23.1 |      | 7.7   | 100.0   |       |       |       |
| C930         | #                              | 58   | 2    | 8    | 59   | 7    | 5     | 139  | 2.7  | 27.2 | 2.9              | 1.3 | NO   | NO  | 11   |      |     | 10   | 3    | 1     | 25  | 51.9% | YES   | YES   |
|              | %                              | 41.7 | 1.4  | 5.8  | 42.4 | 5.0  | 3.6   | 100.0  |      |      |                  |     |      |   | 44.0 |      |     | 40.0 | 12.0 | 4.0   | 100.0   |       |       |       |
| E22          | #                              | 129  | 8    | 5    | 115  | 14   | 10    | 281  | 6.7  | 35.0 | 8.1              | 3.9 | NO   | 3.1   | 12   |      |     | 13   | 2    |       | 27  | 41.8% | YES   | 61.7% |
|              | %                              | 45.9 | 2.8  | 1.8  | 40.9 | 5.0  | 3.6   | 100.0  |      |      |                  |     |      |   | 44.4 |      |     | 48.1 | 7.4  |       | 100.0   |       |       |       |
| E23          | #                              | 160  | 26   | 27   | 240  | 63   | 24    | 540  | 10.6 | 28.7 | 10.6             | 5.8 | NO   | NO  | 11   | 2    | 1   | 29   | 9    | 3     | 55  | 45.3% | YES   | YES   |
|              | %                              | 29.6 | 4.8  | 5.0  | 44.4 | 11.7 | 4.4   | 100.0  |      |      |                  |     |      |   | 20.0 | 3.6  | 1.8 | 52.7 | 16.4 | 5.5   | 100.0   |       |       |       |
| E24          | #                              | 30   | 3    | 4    | 29   | 3    |       | 69   | 5.4  | 35.3 | 10.5             | 1.1 | NO   | 6.2   | 1    |      |     | 6    |      |       | 7   | 79.6% | YES   | 41.0% |
|              | %                              | 43.5 | 4.3  | 5.8  | 42.0 | 4.3  |       | 100.0  |      |      |                  |     |      |   | 14.3 |      |     | 85.7 |      |       | 100.0   |       |       |       |
| E25          | #                              | 33   | 8    | 4    | 183  | 43   | 17    | 288  | 7.3  | 42.7 | 14.5             | 4.5 | NO   | NO  | 6    | 2    | 1   | 13   | 8    | 2     | 32  | 38.4% | YES   | YES   |
|              | %                              | 11.5 | 2.8  | 1.4  | 63.5 | 14.9 | 5.9   | 100.0  |      |      |                  |     |      |   | 18.8 | 6.3  | 3.1 | 40.6 | 25.0 | 6.3   | 100.0   |       |       |       |
| E26          | #                              | 81   | 14   | 6    | 253  | 84   | 17    | 455  | 12.1 | 32.0 | 21.0             | 9.0 | NO   | 2.5   | 14   | 3    | 2   | 35   | 9    | 7     | 70  | 25.6% | YES   | 88.1% |
|              | %                              | 17.8 | 3.1  | 1.3  | 55.6 | 18.5 | 3.7   | 100.0  |      |      |                  |     |      |   | 20.0 | 4.3  | 2.9 | 50.0 | 12.9 | 10.0  | 100.0   |       |       |       |
| E37          | #                              | 75   | 13   | 15   | 18   | 6    | 4     | 131  | 5.9  | 26.9 | 5.3              | NO  | 13.2 | 0.7   | 9    |      | 1   |      | 1    | 1     | 12  | YES   | 50.9% | 86.8% |
|              | %                              | 57.3 | 9.9  | 11.5 | 13.7 | 4.6  | 3.1   | 100.0  |      |      |                  |     |      |   | 75.0 |      | 8.3 |      | 8.3  | 8.3   | 100.0   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    83.2 percent  
Level of Goal Attainment for 2009:    81.3 percent  
Level of Goal Attainment for 2010:    81.5 percent

## USC - Columbia Campus (Page 3 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

| 1            | 2                              |      |      |      |      |      |      |       | 3  |      |      | 4                |     |     | 5   |      |      |      |      |      |       |       | 6   |         |  |
|--------------|--------------------------------|------|------|------|------|------|------|-------|--|------|------|------------------|-----|-----|---|------|------|------|------|------|-------|-------|---|---------|--|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |      |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |      |      |      |       |       | % OF Goals Met Based on Adjusted Availability |         |  |
|              | #                              | WM   | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM    | WF  | BF      |  |
| E38          | #                              | 54   | 10   | 3    | 71   | 21   | 10   | 169   |  |      |      |                  |     |     | 8   | 1    |      | 13   | 5    | 1    | 28    |       |   |         |  |
|              | %                              | 31.4 | 5.9  | 2.4  | 42.0 | 12.4 | 5.9  | 100.0 | 9.0  | 28.3 | 19.1 | 3.1              | NO  | 6.7 | 28.6  | 3.6  |      | 46.4 | 17.9 | 3.6  | 100.0 | 65.6% | YES   | 64.9%   |  |
| E39          | #                              | 5    |      |      | 10   | 8    | 5    | 28    |  |      |      |                  |     |     |   |      |      | 1    | 2    | 1    | 4     |       |   |         |  |
|              | %                              | 17.9 |      |      | 35.7 | 28.6 | 17.9 | 100.0 | 7.9  | 25.2 | 33.6 | 7.9              | NO  | 5.0 |   |      |      | 25.0 | 50.0 | 25.0 | 100.0 | 0.0%  | YES   | 85.1%   |  |
| E4           | #                              | 35   | 16   | 10   | 10   | 6    | 1    | 78    |  |      |      |                  |     |     | 7   | 3    | 2    | 4    | 3    |      | 19    |       |   |         |  |
|              | %                              | 44.9 | 20.5 | 12.8 | 12.8 | 7.7  | 1.3  | 100.0 | 24.8   | 7.9  | 4.3  | 4.3              | NO  | NO  | 36.8  | 15.8 | 10.5 | 21.1 | 15.8 |      | 100.0 | 82.7% | YES   | YES     |  |
| E511         | #                              | 32   | 7    | 5    | 261  | 103  | 19   | 427   |  |      |      |                  |     |     | 6   | 1    | 1    | 30   | 7    | 2    | 47    |       |   |         |  |
|              | %                              | 7.5  | 1.6  | 1.2  | 61.1 | 24.1 | 4.4  | 100.0 | 1.5  | 64.3 | 18.0 | NO               | 3.2 | NO  | 12.5  | 2.1  | 2.1  | 63.8 | 14.6 | 4.2  | 100.0 | YES   | 95.0%   | YES     |  |
| E512         | #                              | 16   | 2    | 2    | 50   | 20   | 7    | 97    |  |      |      |                  |     |     | 3   |      |      | 4    | 1    | 1    | 9     |       |   |         |  |
|              | %                              | 16.5 | 2.1  | 2.1  | 51.5 | 20.6 | 7.2  | 100.0 | 4.4  | 50.3 | 16.6 | 2.3              | NO  | NO  | 33.3  |      |      | 44.4 | 11.1 | 11.1 | 100.0 | 47.7% | YES   | YES     |  |
| E613         | #                              | 7    | 2    | 3    | 2    | 3    | 1    | 18    |  |      |      |                  |     |     |   | 1    |      |      | 1    |      | 2     |       |   |         |  |
|              | %                              | 38.9 | 11.1 | 16.7 | 11.1 | 16.7 | 5.6  | 100.0 | 31.4   | 7.2  | 11.5 | 20.3             | NO  | NO  |   | 50.0 |      |      | 50.0 |      | 100.0 | 35.4% | YES   | YES     |  |
| E614         | #                              | 1    | 2    |      | 2    | 1    |      | 6     |  |      |      |                  |     |     |   |      |      |      |      |      |       |       |   |         |  |
|              | %                              | 16.7 | 33.3 |      | 33.3 | 16.7 |      | 100.0 | 5.2  | 32.3 | 23.6 | NO               | NO  | 6.9 |   |      |      |      |      |      | 100.0 | YES   | YES   | 70.8% * |  |
| E615         | #                              | 13   | 6    | 1    | 118  | 59   | 19   | 216   |  |      |      |                  |     |     |   | 2    |      | 13   | 5    | 1    | 21    |       |   |         |  |
|              | %                              | 6.0  | 2.8  | 0.5  | 54.6 | 27.3 | 8.8  | 100.0 | 2.6  | 52.3 | 23.8 | NO               | NO  | NO  |   | 9.5  |      | 61.9 | 23.5 | 4.8  | 100.0 | YES   | YES   | YES     |  |
| E616         | #                              | 1    |      |      | 4    | 1    |      | 6     |  |      |      |                  | *   | *   |   |      |      | 1    | 1    |      | 2     | *     | *   | *       |  |
|              | %                              | 16.7 |      |      | 66.7 | 16.7 |      | 100.0 | 2.7  | 51.6 | 24.7 | 2.7              | NO  | 8.0 |   |      |      | 50.0 | 50.0 |      | 100.0 | 0.0%  | YES   | 67.6%   |  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    83.2 percent  
Level of Goal Attainment for 2009:    81.3 percent  
Level of Goal Attainment for 2010:    81.5 percent

## USC - Columbia Campus (Page 4 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

| 1            |   | 2                              |      |     |      |      |     |       | 3  |      |      | 4                |     |     | 5   |      |      |    |      |       |       |       | 6   |       |  |
|--------------|---|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|------|------|----|------|-------|-------|-------|---|-------|--|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |      |       |       |       | % OF Goals Met Based on Adjusted Availability |       |  |
|              |   | WM                             | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF | BF   | OF    | TOTAL | BM    | WF  | BF    |  |
| E717         | # | 40                             | 8    | 4   | 3    |      | 1   | 56    | 11.3   | 3.9  | 1.8  | NO               | NO  | 1.8 | 5   | 1    | 1    |    |      |       | 7     | YES   | YES   | 0.0%  |  |
|              | % | 71.4                           | 14.3 | 7.1 | 5.4  |      | 1.8 | 100.0 |  |      |      |                  |     |     | 71.4  | 14.3 | 14.3 |    |      |       | 100.0 |       |   |       |  |
| E718         | # | 126                            | 51   | 14  | 4    | 1    |     | 196   | 11.5   | 3.2  | 1.2  | NO               | 0.6 | 0.7 | 15  | 4    | 2    |    |      |       | 21    | YES   | 81.3%   | 41.7% |  |
|              | % | 64.3                           | 26.0 | 7.1 | 2.6  | 0.5  |     | 100.0 |  |      |      |                  |     |     | 71.4  | 19.0 | 9.5  |    |      |       | 100.0 |       |   |       |  |
| E819         | # | 25                             | 14   | 3   | 3    | 11   | 1   | 57    | 11.7   | 3.9  | 0.6  | NO               | NO  | NO  | 3   | 1    |      |    |      |       | 4     | YES   | YES   | YES   |  |
|              | % | 43.9                           | 24.6 | 7.0 | 5.3  | 19.3 | 1.8 | 100.0 |  |      |      |                  |     |     | 75.0  | 25.0 |      |    |      | 100.0 |       |       |   |       |  |
| E820         | # | 34                             | 51   | 12  | 8    | 66   | 4   | 175   | 25.4   | 5.4  | 3.4  | NO               | 0.8 | NO  | 9   | 7    |      |    | 4    |       | 20    | YES   | 85.2%   | YES   |  |
|              | % | 19.4                           | 29.1 | 6.9 | 4.6  | 37.7 | 2.3 | 100.0 |  |      |      |                  |     |     | 45.0  | 35.0 |      |    | 20.0 | 100.0 |       |       |   |       |  |
| E821         | # | 1                              | 1    | 1   | 3    | 12   | 1   | 19    | 27.0   | 13.4 | 18.8 | 21.7             | NO  | NO  |   |      |      |    |      |       |       | 19.6% | YES   | YES   |  |
|              | % | 5.3                            | 5.3  | 5.3 | 15.8 | 63.2 | 5.3 | 100.0 |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | # |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |
|              | % |                                |      |     |      |      |     |       |  |      |      |                  |     |     |   |      |      |    |      |       |       |       |   |       |  |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    83.2 percent  
Level of Goal Attainment for 2009:    81.3 percent  
Level of Goal Attainment for 2010:    81.5 percent

## Vocational Rehabilitation, Department of

Agency Head: Barbara Hollis

EEO Officer: Eric S. Moore

| 1            | 2                              |      |      |     |      |      |      | 3  |      |      | 4                |     |      | 5   |    |    |    |    |    |    | 6   |       |       |       |
|--------------|--------------------------------|------|------|-----|------|------|------|--|------|------|------------------|-----|------|---|----|----|----|----|----|----|---|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |     |      |      |      | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |    |    |    |    | % OF Goals Met Based on Adjusted Availability |       |       |       |
|              | #                              | WM   | BM   | OM  | WF   | BF   | OF   | TOTAL  | BM   | WF   | BF               | BM  | WF   | BF  | WM | BM | OM | WF | BF | OF | TOTAL   | BM    | WF    | BF    |
| E1           | #                              | 8    | 1    |     | 6    | 2    | 2    | 19   | 6.4  | 41.6 | 11.8             | 1.1 | 10.0 | 1.3   |    |    |    |    |    |    |   | 82.8% | 76.0% | 89.0% |
|              | %                              | 42.1 | 5.3  |     | 31.6 | 10.5 | 10.5 | 100.0  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
| E2           | #                              | 205  | 72   | 4   | 345  | 203  | 7    | 836  | 9.5  | 34.6 | 18.8             | 0.9 | NO   | NO  |    |    |    |    |    |    |   | 90.5% | YES   | YES   |
|              | %                              | 24.5 | 8.6  | 0.5 | 41.3 | 24.3 | 0.8  | 100.0  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
| E3           | #                              | 25   | 2    |     | 11   | 7    | 1    | 46   | 6.7  | 31.6 | 15.4             | 2.4 | 7.7  | 0.2   |    |    |    |    |    |    |   | 64.2% | 75.6% | 98.7% |
|              | %                              | 12.0 | 4.3  |     | 23.9 | 15.2 | 2.2  | 100.0  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
| E5           | #                              | 12   | 8    |     | 79   | 27   | 2    | 128  | 3.1  | 61.3 | 10.9             | NO  | NO   | NO  |    |    |    |    |    |    |   | YES   | YES   | YES   |
|              | %                              | 9.4  | 6.3  |     | 61.7 | 21.1 | 1.6  | 100.0  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
| E6           | #                              | 2    | 2    | 1   | 86   | 32   | 3    | 126  | 3.1  | 61.8 | 10.9             | 1.5 | NO   | NO  |    |    |    |    |    |    |   | 51.6% | YES   | YES   |
|              | %                              | 1.6  | 1.6  | 0.8 | 68.3 | 25.4 | 2.4  | 100.0  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
| E8           | #                              | 19   | 11   | 1   | 5    | 7    |      | 43   | 21.6 | 14.8 | 14.4             | NO  | 3.2  | NO  |    |    |    |    |    |    |   | YES   | 78.4% | YES   |
|              | %                              | 44.2 | 25.6 | 2.3 | 11.6 | 16.3 |      | 100.0  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
|              | #                              |      |      |     |      |      |      |  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
|              | %                              |      |      |     |      |      |      |  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
|              | #                              |      |      |     |      |      |      |  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
|              | %                              |      |      |     |      |      |      |  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
|              | #                              |      |      |     |      |      |      |  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |
|              | %                              |      |      |     |      |      |      |  |      |      |                  |     |      |   |    |    |    |    |    |    |   |       |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    85.6 percent

Level of Goal Attainment for 2009:    86.8 percent

Level of Goal Attainment for 2010:    89.3 percent

## Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa R. Thurstin

| 1            | 2                              |      |      |    |      |      |    | 3  |      |      | 4                |      |      | 5   |      |       |    |      |       |    |       | 6   |       |       |
|--------------|--------------------------------|------|------|----|------|------|----|--|------|------|------------------|------|------|---|------|-------|----|------|-------|----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |    | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |       |    |      |       |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | #                              | WM   | BM   | OM | WF   | BF   | OF | TOTAL  | BM   | WF   | BF               | BM   | WF   | BF  | WM   | BM    | OM | WF   | BF    | OF | TOTAL | BM  | WF    | BF    |
| E1           | #                              | 3    |      |    | 3    |      |    | 6  |      |      |                  |      | *    |   |      |       |    |      |       |    |       | *   |       |       |
|              | %                              | 50.0 |      |    | 50.0 |      |    | 100.0  | 3.4  | 31.5 | 38.3             | 3.4  | NO   | 38.3  |      |       |    |      |       |    |       | 0.0%  | YES   | 0.0%  |
| E2           | #                              | 8    | 10   |    | 5    | 4    |    | 27   |      |      |                  |      |      | *   | 1    | 6     |    | 1    |       |    | 8     |   | *     | *     |
|              | %                              | 29.6 | 37.0 |    | 18.5 | 14.8 |    | 100.0  | 7.9  | 42.1 | 17.7             | NO   | 23.6 | 2.9   | 12.5 | 75.0  |    | 12.5 |       |    | 100.0 | YES   | 43.9% | 83.6% |
| E3 and E5    | #                              | 2    |      |    | 2    |      |    | 4  |      |      |                  | *    |      |   |      |       |    | 1    |       |    | 1     | *   |       |       |
|              | %                              | 50.0 |      |    | 50.0 |      |    | 100.0  | 13.2 | 28.0 | 22.4             | 13.2 | 28.0 | NO  |      |       |    |      | 100.0 |    | 100.0 | 0.0%  | 0.0%  | YES   |
| E6           | #                              |      |      |    | 4    | 2    |    | 6  |      |      |                  | *    | *    |   |      |       |    |      |       |    |       | *   | *     |       |
|              | %                              |      |      |    | 66.7 | 33.3 |    | 100.0  | 0.2  | 69.7 | 17.6             | 0.2  | 3.0  | NO  |      |       |    |      |       |    |       | 0.0%  | 95.7% | YES   |
| E8           | #                              | 4    | 2    |    | 2    | 2    |    | 10   |      |      |                  | *    | *    | *   |      | 1     |    |      |       |    | 1     | *   | *     | *     |
|              | %                              | 40.0 | 20.0 |    | 20.0 | 20.0 |    | 100.0  | 21.4 | 12.2 | 21.9             | 1.4  | NO   | 1.9   |      | 100.0 |    |      |       |    | 100.0 | 93.5%   | YES   | 91.3% |
|              | #                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |
|              | %                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |
|              | #                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |
|              | %                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |
|              | #                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |
|              | %                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |
|              | #                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |
|              | %                              |      |      |    |      |      |    |  |      |      |                  |      |      |   |      |       |    |      |       |    |       |   |       |       |

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**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 84.4 percent

Level of Goal Attainment for 2009: 79.4 percent

Level of Goal Attainment for 2010: 75.7 percent



## Winthrop University (Page 1 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

| 1            | 2                              |      |     |     |      |      |       | 3  |      |      | 4                |     |      | 5   |     |      |       |      |     |       | 6   |       |       |
|--------------|--------------------------------|------|-----|-----|------|------|-------|--|------|------|------------------|-----|------|---|-----|------|-------|------|-----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |     |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |     |      |       |      |     |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                             | BM   | OM  | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM  | BM  | OM   | WF    | BF   | OF  | TOTAL | BM  | WF    | BF    |
| C1 and C2    | #                              | 33   |     |     | 23   |      | 56    |  |      |      |                  |     |      | 4   |     |      | 1     |      |     | 5     |   |       |       |
|              | %                              | 58.9 |     |     | 41.1 |      | 100.0 | 1.9  | 42.6 | 5.3  | 1.9              | 1.5 | 5.3  | 80.0  |     |      | 20.0  |      |     | 100.0 | 0.0%  | 96.5% | 0.0%  |
| C3           | #                              | 29   | 3   | 4   | 19   |      | 56    | 4.1  | 25.0 | 1.0  | NO               | NO  | 1.0  | 3   |     |      | 1     |      |     | 4     | YES   | YES   | 0.0%  |
|              | %                              | 51.8 | 5.4 | 7.1 | 33.9 |      | 100.0 |  |      |      |                  |     |      | 75.0  |     |      | 25.0  |      |     | 100.0 |   |       |       |
| C4           | #                              | 43   | 1   | 4   | 42   | 3    | 95    | 1.8  | 39.0 | 3.2  | 0.7              | NO  | NO   |   |     | 1    | 4     |      |     | 5     | 61.1%   | YES   | YES   |
|              | %                              | 45.3 | 1.1 | 4.2 | 44.2 | 3.2  | 100.0 |  |      |      |                  |     |      |   |     | 20.0 | 80.0  |      |     | 100.0 |   |       |       |
| C5           | #                              | 32   | 1   | 2   | 42   | 7    | 89    | 2.6  | 47.8 | 4.7  | 1.5              | 0.6 | NO   | 4   |     |      | 5     | 1    | 1   | 11    | 42.3%   | 98.7% | YES   |
|              | %                              | 36.0 | 1.1 | 2.2 | 47.2 | 7.9  | 100.0 |  |      |      |                  |     |      | 36.4  |     |      | 45.5  | 9.1  | 9.1 | 100.0 |   |       |       |
| C6 and C7    | #                              | 5    |     | 2   | 29   |      | 38    | 2.5  | 48.6 | 6.9  | 2.5              | NO  | 6.9  |   |     |      | 3     |      |     | 3     | 0.0%  | YES   | 0.0%  |
|              | %                              | 13.2 |     | 5.3 | 76.3 |      | 100.0 |  |      |      |                  |     |      |   |     |      | 100.0 |      |     | 100.0 |   |       |       |
| C8 and C9    | #                              | 28   | 4   | 2   | 26   | 2    | 65    | 4.5  | 33.6 | 3.1  | NO               | NO  | 0.0  | 5   |     |      | 7     | 1    |     | 13    | YES   | YES   | YES   |
|              | %                              | 43.1 | 6.2 | 3.1 | 40.0 | 3.1  | 100.0 |  |      |      |                  |     |      | 38.5  |     |      | 53.8  | 7.7  |     | 100.0 |   |       |       |
| E1           | #                              | 5    |     |     | 6    |      | 11    | 2.7  | 43.8 | 13.7 | 2.7              | NO  | 13.7 |   |     |      | 1     |      |     | 1     | 0.0%  | YES   | 0.0%  |
|              | %                              | 45.5 |     |     | 54.5 |      | 100.0 |  |      |      |                  |     |      |   |     |      | 100.0 |      |     | 100.0 |   |       |       |
| E2           | #                              | 33   | 4   | 1   | 72   | 15   | 128   | 4.0  | 43.9 | 12.1 | 0.9              | NO  | 0.4  | 7   | 1   | 1    | 6     | 1    |     | 16    | 77.5%   | YES   | 96.7% |
|              | %                              | 25.8 | 3.1 | 0.8 | 56.3 | 11.7 | 100.0 |  |      |      |                  |     |      | 43.8  | 6.3 | 6.3  | 37.5  | 6.3  |     | 100.0 |   |       |       |
| E3           | #                              | 20   | 2   |     | 15   | 5    | 43    | 5.2  | 26.3 | 10.6 | 0.5              | NO  | NO   | 3   |     |      | 1     | 2    |     | 6     | 90.4%   | YES   | YES   |
|              | %                              | 46.5 | 4.7 |     | 34.9 | 11.6 | 100.0 |  |      |      |                  |     |      | 50.0  |     |      | 16.7  | 33.3 |     | 100.0 |   |       |       |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage

WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008: 87.3 percent

Level of Goal Attainment for 2009: 77.4 percent

Level of Goal Attainment for 2010: 84.4 percent

## Winthrop University (Page 2 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

| 1            | 2                              |      |      |    |      |      |     | 3  |      |      | 4                |      |    | 5   |      |      |    |       |      |    |       | 6   |       |      |
|--------------|--------------------------------|------|------|----|------|------|-----|--|------|------|------------------|------|----|---|------|------|----|-------|------|----|-------|---|-------|------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2010 |      |      |    |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |      |      |    |       |      |    |       | % OF Goals Met Based on Adjusted Availability |       |      |
|              | #                              | WM   | BM   | OM | WF   | BF   | OF  | TOTAL  | BM   | WF   | BF               | BM   | WF | BF  | WM   | BM   | OM | WF    | BF   | OF | TOTAL | BM  | WF    | BF   |
| E4           | #                              | 11   |      |    | 1    | 2    |     | 14   | 15.4 | 1.1  | 4.3              | 15.4 |    |   |      |      |    | 1     |      |    | 1     |   |       |      |
|              | %                              | 78.6 |      |    | 7.1  | 14.3 |     | 100.0  |      |      |                  |      | NO | NO  |      |      |    | 100.0 |      |    | 100.0 | 0.0%  | YES   | YES  |
| E5           | #                              | 2    |      |    | 22   | 7    |     | 31   | 1.9  | 56.5 | 14.3             | 1.9  | *  |   | 1    |      |    | 2     | 1    |    | 4     | *   |       |      |
|              | %                              | 6.5  |      |    | 71.0 | 22.6 |     | 100.0  |      |      |                  |      | NO | NO  | 25.0 |      |    | 50.0  | 25.0 |    | 100.0 | 0.0%  | YES   | YES  |
| E6           | #                              |      |      |    | 66   | 12   | 1   | 79   | 5.8  | 59.6 | 12.0             | 5.8  |    |   |      |      |    | 7     | 1    |    | 8     |   |       |      |
|              | %                              |      |      |    | 83.5 | 15.2 | 1.3 | 100.0  |      |      |                  |      | NO | NO  |      |      |    | 87.5  | 12.5 |    | 100.0 | 0.0%  | YES   | YES  |
| E7           | #                              | 29   | 5    |    | 5    |      |     | 39   | 26.7 | 3.7  | 0.8              | 13.9 |    | *   | 2    |      |    | 1     |      |    | 3     |   |       | *    |
|              | %                              | 74.4 | 12.8 |    | 12.8 |      |     | 100.0  |      |      |                  |      | NO | 0.8   | 66.7 |      |    | 33.3  |      |    | 100.0 | 47.9%   | YES   | 0.0% |
| E8           | #                              | 23   | 13   |    | 9    | 39   | 3   | 87   | 19.4 | 12.6 | 17.6             | 4.5  |    |   | 3    | 3    |    |       | 5    |    | 11    |   |       |      |
|              | %                              | 26.4 | 14.9 |    | 10.3 | 44.8 | 3.4 | 100.0  |      |      |                  |      |    | NO  | 27.3 | 27.3 |    |       | 45.5 |    | 100.0 | 76.8%   | 81.7% | YES  |
|              |                                |      |      |    |      |      |     |  |      |      |                  |      |    |   |      |      |    |       |      |    |       |   |       |      |
|              |                                |      |      |    |      |      |     |  |      |      |                  |      |    |   |      |      |    |       |      |    |       |   |       |      |
|              |                                |      |      |    |      |      |     |  |      |      |                  |      |    |   |      |      |    |       |      |    |       |   |       |      |
|              |                                |      |      |    |      |      |     |  |      |      |                  |      |    |   |      |      |    |       |      |    |       |   |       |      |
|              |                                |      |      |    |      |      |     |  |      |      |                  |      |    |   |      |      |    |       |      |    |       |   |       |      |
|              |                                |      |      |    |      |      |     |  |      |      |                  |      |    |   |      |      |    |       |      |    |       |   |       |      |

**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
WF = White Female    BF = Black Female    OF = Other Female    # = Number

***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    87.3 percent

Level of Goal Attainment for 2009:    77.4 percent

Level of Goal Attainment for 2010:    84.4 percent

## Worker's Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Cathy Floyd

| 1            |   | 2                              |     |     |       |      |    |       | 3  |      |      | 4                |    |      | 5   |    |    |       |      |    |       | 6   |     |      |
|--------------|---|--------------------------------|-----|-----|-------|------|----|-------|--|------|------|------------------|----|------|---|----|----|-------|------|----|-------|---|-----|------|
| EEO CATEGORY |   | ACTUAL WORKFORCE ON 09/30/2010 |     |     |       |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS -<br>10/01/2009 - 09/30/2010 |    |    |       |      |    |       | % OF Goals Met Based on Adjusted Availability |     |      |
|              |   | WM                             | BM  | OM  | WF    | BF   | OF | TOTAL | BM   | WF   | BF   | BM               | WF | BF   | WM  | BM | OM | WF    | BF   | OF | TOTAL | BM  | WF  | BF   |
|              |   | #                              |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
| E1           | # | 2                              |     |     | 2     |      |    | 4     | 3.6  | 26.4 | 4.3  | 3.6              | NO | 4.3  |   |    |    |       |      |    |       | 0.0%  | YES | 0.0% |
|              | % | 50.0                           |     |     | 50.0  |      |    | 100.0 |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
| E2 and E3    | # | 4                              | 2   | 1   | 17    | 9    |    | 33    | 4.4  | 42.6 | 12.8 | NO               | NO | NO   | 1   |    |    | 3     | 1    |    | 5     | YES   | YES | YES  |
|              | % | 12.1                           | 6.1 | 3.0 | 51.5  | 27.3 |    | 100.0 |  |      |      |                  |    |      | 20.0  |    |    | 60.0  | 20.0 |    | 100.0 |   |     |      |
| E5           | # |                                |     |     | 3     |      |    | 3     | 1.4  | 68.1 | 13.3 | 1.4              | NO | 13.3 |   |    |    | 1     |      |    | 1     | 0.0%  | YES | 0.0% |
|              | % |                                |     |     | 100.0 |      |    | 100.0 |  |      |      |                  |    |      |   |    |    | 100.0 |      |    | 100.0 |   |     |      |
| E6           | # |                                |     |     | 3     | 2    |    | 5     | 6.7  | 46.5 | 29.1 | 6.7              | NO | NO   |   |    |    | 1     | 1    |    | 2     | 0.0%  | YES | YES  |
|              | % |                                |     |     | 60.0  | 40.0 |    | 100.0 |  |      |      |                  |    |      |   |    |    | 50.0  | 50.0 |    | 100.0 |   |     |      |
|              | # |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
|              | % |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
|              | # |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
|              | % |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
|              | # |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
|              | % |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
|              | # |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |
|              | % |                                |     |     |       |      |    |       |  |      |      |                  |    |      |   |    |    |       |      |    |       |   |     |      |

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***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2008:    88.8 percent  
Level of Goal Attainment for 2009:    100.0 percent  
Level of Goal Attainment for 2010:    100.0 percent

## SECTION VI

## Index of State Agencies' Workforce

| <b>Agency:</b>                                 | <b>Page #:</b> | <b>Agency:</b>                                     | <b>Page #:</b> |
|--|----------------|--|----------------|
| Governor's Office                              | 55             | Low Country, Technical College of the              | 96             |
| Governor's School for the Arts & Humanities    | 57             | Medical University Hospital Authority              | 72-74          |
| Governor's School for Science & Mathematics    | 56             | Medical University of South Carolina               | 69-71          |
| Greenville Technical College                   | 100            | Mental Health, Department of                       | 75-76          |
| Health & Environmental Control, Department of  | 58             | Midlands Technical College                         | 102            |
| Health and Human Services, Department of       | 59             | Motor Vehicles, Department of                      | 77             |
| Horry-Georgetown Technical College             | 101            | Museum, State                                      | 78             |
| Indigent Defense                               | 60             | Natural Resources, Department of                   | 79             |
| Insurance, Department of                       | 61             | Northeastern Technical College                     | 103            |
| John de la Howe School                         | 62             | Opportunity School, Wil Lou Gray                   | 117            |
| Juvenile Justice, Department of                | 63             | Orangeburg-Calhoun Technical College               | 104            |
| Labor, Licensing and Regulation, Department of | 64             | Parks, Recreation and Tourism                      | 80             |
| Lander University                              | 65             | Patriot's Point <b>Non-compliant</b>               | <b>0</b>       |
| Law Enforcement Division, State (SLED)         | 66             | Piedmont Technical College                         | 105            |
| Library, State                                 | 67             | Ports Authority, State                             | 81             |
| Lieutenant Governor's Office                   | 68             | Probation, Parole & Pardon Services, Department of | 82             |
|  |                | Public Safety, Department of                       | 83             |

## Index of State Agencies' Workforce

| <b>Agency:</b>                                     | <b>Page #:</b> | <b>Agency:</b>                           | <b>Page #:</b> |
|--|----------------|--|----------------|
| Accident Fund, State                               | 21             | Consumer Affairs, Department of          | 42             |
| Adjutant General's Office                          | 22             | Corrections, Department of               | 43-44          |
| Agriculture, Department of                         | 23             | Criminal Justice Academy                 | 45             |
| Aiken Technical College                            | 94             | Deaf and Blind, School for the           | 46             |
| Alcohol & Other Drug Abuse Services, Department of | 24             | Denmark Technical College                | 98             |
| Archives and History, Department of                | 25             | Disabilities & Special Needs (Statewide) | 47             |
| Arts Commission                                    | 26             | Education, Department of                 | 48             |
| Auditor, Office of the State                       | 27             | Education Lottery                        | 49             |
| Blind, South Carolina Commission for the           | 28             | Educational Television (ETV)             | 50             |
| Budget and Control Board                           | 30             | Election Commission, State               | 51             |
| Central Carolina Technical College                 | 95             | Employment Security Commission           | 52             |
| Citadel, The                                       | 31-32          | Financial Institutions, Board Of         | 29             |
| Clemson University                                 | 33-35          | Florence-Darlington Technical College    | 99             |
| Coastal Carolina University                        | 36-37          | Forestry Commission                      | 53             |
| College of Charleston                              | 38-39          | Francis Marion University                | 54             |
| Commerce, Department of                            | 40             |  |                |
| Comptroller General, Office of                     | 41             |  |                |

## Index of State Agencies' Workforce

| <b>Agency:</b>                                       | <b>Page #:</b> | <b>Agency:</b>                           | <b>Page #:</b> |
|--|----------------|--|----------------|
| Public Service Commission                            | 84             | Vocational Rehabilitation, Department of | 117            |
| Regulatory Staff, Office of                          | 85             | Williamsburg Technical College           | 109            |
| Revenue, Department of                               | 86             | Wil Lou Gray Opportunity School          | 118            |
| Santee Cooper, (Public Service Authority)            | 87             | Winthrop University                      | 119-120        |
| Second Injury Fund                                   | 88             | Worker's Compensation Commission         | 121            |
| Secretary of State                                   | 89             | York Technical College                   | 110            |
| Social Services, Department of                       | 90-91          |  |                |
| South Carolina State University                      | 92-93          |  |                |
| Spartanburg Community College                        | 106            |  |                |
| Technical & Comprehensive Education, State Board for | 97             |  |                |
| Transportation, Department of                        | 111            |  |                |
| Treasurer's Office, State                            | 112            |  |                |
| Tri-County Technical College                         | 107            |  |                |
| Trident Technical College                            | 108            |  |                |
| University of South Carolina (Total System)          | 113-116        |  |                |